DOCUMENT RESUME

ED 209 560 CE 030 724

TITLE Displaced Homemakers Research Project. Final Report.
INSTITUTION Employment Training and Educational Services, Inc., Bluffton, Ind.; Fort Wayne Women's Bureau, Inc., Ind.
SPONS AGENCY Indiana State Office of Occupational Development, Indianapolis.
PUB DATE Sep 81
NOTE 266p.

EDRS PRICE MF01/PC11 Plus Postage.
DESCRIPTORS Adult Education; *Agency Cooperation; Coordination; *Delivery Systems; *Displaced Homemakers; Educational Research; *Individual Characteristics; Interviews; Job Training; *Needs Assessment; *Program Effectiveness; Program Evaluation; Surveys; Vocational Education; Workshops
IDENTIFIERS *Indiana; Linkage

ABSTRACT

An Indiana study was conducted to research adequacy of employment and training programs to displaced homemakers, assess characteristics of displaced homemakers, assess effectiveness of past and current programs, and make recommendations. Information on characteristics of displaced homemakers was gained from 280 respondents at six workshops, 146 respondents to demographic data sheets, and personal interviews completed by 49 displaced homemakers. Twenty-four interviews with community agencies and 15 linkage interviews provided data on programmatic needs, services presently provided, duplications and gaps in services, linkages, and barriers to linkages. Findings indicated that existing training and employment services were adequate but potential participants were not served due to lack of programs in many areas of the state or non-eligibility. The typical displaced homemaker was over 35 and white, had no more than a twelfth grade education, earned less than $5000, and was unskilled or semi-skilled and currently unemployed. In 1980-81 there were seven programs in Indiana. Recommendations included an improved image for vocational education, definition for and means to identify the displaced homemaker, visible coordinating mechanisms for services, and continuance of programs and the role of Comprehensive Employment and Training Act in the programs. (Appendixes include instruments, workshop materials, dissemination report, and bibliography.) (YLB)

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DISPLACED HOMEMAKERS RESEARCH PROJECT

FINAL REPORT

September 1981

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TABLE OF CONTENTS

I. CONTRACT HISTORY

A. Summary of Contract 1
B. Summary and Explanation of Modifications 1
C. Specific Goals and Objectives of Contract 1

II. PROJECT DESIGN

A. Summary of Key Elements of Program Design 3
B. Target Populations 3
C. Geographical Location, Community Factors 3
D. Methodology, Techniques 4

1. Workshops for Displaced Homemakers 5
2. Demographic Information 5
3. Interviews of Displaced Homemakers 6
4. Case Studies of Displaced Homemakers 6
5. Initial Surveys 6
6. Pulling Together Interviews With Community Agencies 7
7. Linkage Interviews in Identified Displaced Homemaker Program Locations 7

E. Staffing Pattern and Qualifications 8
F. Linkages and Cooperative Agreements 8
G. Evaluation and Monitoring Plan 9
H. Knowledge Development and Dissemination 9
I. Other Special Factors or Circumstances 9

III. ACHIEVEMENTS, OUTCOMES AND PRODUCTS

A. Achievements, Activities Completed 10
B. Unplanned Outcomes 10
C. Products 10
D. Research Evaluation Findings 10
E. Achievements, Outcomes, Products and Findings to Project Goals and Activities - Differences Between Planned and Actual Activities and Outcomes 12

GOAL 1: Research the Adequacy of Employment and Training Services for Indians Displaced Homemakers 12

1. Definition of a Displaced Homemaker 13
2. Status of Legislation Concerning Displaced Homemakers 14
a) Federal Legislation Concerning Displaced Homemakers 14
b) State Legislation Concerning Displaced Homemakers 16
3. Needs of Displaced Homemakers 18
4. The Displaced Homemaker Population 20
5. Summary 25

GOAL 2: Characterization of the Displaced Homemaker

1. Profile of the Displaced Homemaker 27
2. The Typical Displaced Homemaker 46
3. Findings of the Current Study in Relation to Current 46
Definitions of the Displaced Homemaker 47
a) The Tish Sommers Definition 47
b) The CETA Definition 48
c) The Vocational Education Definition 49
d) The Definition Used Informally by Adult Basic Education 50
4. The Displaced Homemaker's View of Themselves and Their Needs 52
a) Sources 52
b) The Displaced Homemaker at Present 53
c) How The Displaced Homemakers Handled Their Crises 53
d) Model Program and Services for Displaced Homemakers 55
e) Summary 55
5. Program Component/Activities Important to Displaced Homemakers .57
6. Displaced Homemaker Case Studies 58

GOAL 3: Assess the Effectiveness of Past Indiana Programs for Displaced Homemakers 60

1. Evaluate Past and Current Programs Designed for Displaced Homemakers 61
a) Local Service Agencies' Image of Displaced Homemaker Needs and Services 60
1) Definition of a Displaced Homemaker 60
2) Criteria for Differentiating Displaced Homemakers From Other People (Women) 61
3) Agency Assistance in Breaking Down Barriers 61
4) Present Services for Displaced Homemakers 62
5) Linkages Established With Other Agencies 63
6) Extent of Cooperation Among Human Service Providers 64
7) Summary 64
b. Description of Present Programs for Displaced Homemakers and Their Major Linkages 66
1) Present Program Identification 66
2) Identification of Major Linkage Sites 67
Bloomington - Area M 69
Delaware-Blackford Counties 75
Fort Wayne Area 80
Indianapolis 86
Lake County Area 97
Madison County 101
New Albany - Area K 106

c. Descriptions of Present Services to Displaced Homemakers 110
1) Current Services Specifically for Displaced Homemakers 111
2) Current Services for Displaced Homemakers as Part of the Population 123
d. Descriptions of Past Displaced Homemaker Programs in Indiana 131
1) Funded by the Commission for Higher Education, 1977 132
2) Funded by Indiana Office of Manpower Development, 1978 133
3) Funded by CETA Contracts 136
4) Funded by State Board of Vocational and Technical Education 140
5) Funded by Contracts From Education 142

2. Explore Linkage Patterns With Displaced Homemaker Programs 144
a) Summary Descriptions of Linkages 144
1) Recruitment 144
2) Linkages 145
a. Linkages With Local Agencies 145
b. Linkages With Supportive Community Groups 148
3) Methods of Establishing Linkages 148
4) The Benefits of Linkages 149
5) Range of Services Provided 150
a. Duplication and Gaps in Displaced Homemaker Services 150
b. Gaps in Services for the Displaced Homemaker 151
6. Special Needs of the Displaced Homemaker 152
7. Recommended Delivery System for Displaced Homemaker Services 152
8. The Preferred Delivery System for Displaced Homemaker Services 154
b) Key Elements in Linkage Use 157
c) Barriers and Past Ways to Linkage Development 158
3. Use and Non-Use of CETA and Other Services by This Target Group 159

GOAL 4: Make Recommendations for Future Funding and Program Design 160

1. Definitions 160
2. Vocational Education 160
3. Early Identification 160
4. Training for Community Service Personnel 161
5. Advertising 161
6. Name, Displaced Homemaker 161
7. Identification of Future Program Operators 161

8. Continuance of Existing Displaced Homemaker Programs 162
9. CETA's Role in Relation to Displaced Homemakers 162
10. Design of Model Program 163
11. Network 164
12. Alternative Sources 164
13. Future Evaluation of Present Displaced Homemaker Programs 164

F. Significance of Project For - 166

1. Employment and Training Policy 166
2. Target Population 166
3. Other IOOD/CETA Programs 166
4. Linkage Agencies 166
5. The Area, State, Nation 166

IV. PROJECT REPLICATION 168

A. Planning and Development 168
B. Staffing 168
C. Participants, Target Population 168
D. Geographical and Other Key Elements 168
F. Monitoring and Evaluation 168
G. Budget 168

V. PUBLIC INFORMATION 169

VI. FUTURE PLANS 170

A. Project Continuation 170
B. Future Funding 170

VII. SUGGESTIONS AND RECOMMENDATIONS 171

A. What We Learned 171
B. What We Think Others Should Know About Your Project 177
C. Suggestions for Repeating/Revising The Project 177
D. Recommendations for IOOD's Future Planning 177
E. Recommendations to Other Project Operators 177

VIII. COMMENTS

IX. APPENDIX

I. CONTRACT HISTORY

DISPLACED HOMEMAKERS RESEARCH PROJECT
FINAL REPORT

I. CONTRACT HISTORY

A. Summary of Contract

This study addressed priority funding area (4) for Fiscal Year 1981. It was funded by the Indiana Office of Occupational Development through the Governor's Discretionary Funds from October 1, 1980 to September 30, 1981. It was aimed at determining the adequacy of employment and training services to displaced homemakers. The overall goal of this project was to identify current and future needs of this target group and assess the current level of service delivery to them. Gaps in the service delivery network, exemplary or model programs, and needs for future program development have been identified. The primary activities included a survey of organizations serving displaced homemakers, an assessment of past program performance, and integration of these services into CETA programs and a survey of the members of the target group.

The outcomes include: a comprehensive needs assessment, an analysis of key elements of the past, current and future program designs to meet recognized needs of these women, and planning and recommendations for future funding and program development. The project has been a combined effort by the Employment, Training and Educational Services, Inc. and the Fort Wayne Women's Bureau, Inc., both not-for-profit agencies.

B. Summary and Explanation of Modifications

There was one modification to the original contract. This was a letter modification designed to change funds within a line item. It added money for Ball State University to perform a cross tabulation by computer of the demographic information on displaced homemakers.

C. Specific Goals and Objectives of Contract

In implementing the research study on displaced homemakers, ETES, Inc. and the Fort Wayne Women's Bureau, Inc., have worked cooperatively to reach the following goals:

1. Research the adequacy of employment and training services for Indiana displaced homemakers.
   a. A research design was developed which is appropriate for the collection of data about displaced homemakers.

2. Assess the characteristics of the displaced homemaker.
   a. Develop activities which compiled a profile of the characteristics of displaced homemakers in Indiana.

3. Assess the effectiveness of past Indiana programs for displaced homemakers.
   a. Evaluate past and current programs designed for displaced homemakers
   b. Explore linkage patterns with displaced homemaker programs
   c. Explore barriers and past ways to linkage development
   d. Assess the use and non-use of CETA and other services by this target group

4. Make recommendations for future funding and program designs

II. PROJECT DESIGN

II. PROJECT DESIGN

A. Summary of Key Elements of Program Design

The program design emphasized the two key elements in the study: the identification of displaced homemaker characteristics and the programs and services designed for displaced homemakers in Indiana.

Information concerning the characteristics of the displaced homemakers was elicited through workshops held at six sites around the state. The information gathering techniques used were:

1. The Registration and Demographic Form (Appendix B) completed by each displaced homemaker.
2. Activities within each workshop to identify the participant's needs, goals and barriers to achieving their goals (Appendix A).
3. In-depth interviews conducted with individual displaced homemakers (Appendix C).

The identification of programs and services for displaced homemakers resulted from three instruments:

1. Initial Surveys (Appendix D) mailed to over 1500 social service agencies.
2. Interviews with a wide variety of community agencies (Appendix E)
3. Linkage interviews with CETA agencies and major social service agencies in the seven areas with identified displaced homemaker programs (Appendix F).

B. Target Populations (Participant Characteristics)

In general, the target population of this study were displaced homemakers and battered spouses to the extent that they are also displaced homemakers. However, one of the goals of this study was to be able to describe more in detail exactly what a displaced homemaker is. Therefore, that will be discussed later in this report.

C. Geographical Location, Community Factors

Displaced homemakers were interviewed in Bluffton, Bloomington, Fort Wayne, Hammond, Indianapolis and Vincennes. In general, questions probed women's personal background, academic, training, work experience, their

dependence or independence, their needs for programs, their personal feelings about their present situation and who they turned to in time of need and who really did help them. These areas were selected for a rural-urban mix.

Program operators in the areas of Anderson, Bloomington, Fort Wayne, Hobart, Indianapolis, Muncie and New Albany were also analyzed. In these areas the CETA agency, the program specifically for displaced homemakers and other social service or women's organizations in the area who did or could provide services to displaced homemakers were interviewed. In these areas their current programs were investigated including the purpose of the program, specific services within the program, source of funding, eligibility criteria, length of program, linkages established, placement rates, rate of pay, typical jobs and skill levels of jobs. Other services which could be provided to displaced homemakers were also identified.

D. Methodology, Techniques

This research study was conducted in a very fluid period of time in relation to displaced homemaker programs. During this time Public Service Employment Title IID was eliminated. Money was not as free and therefore some projects began late, some were discontinued during this study; some which were intended to get off the ground started so late that they really had difficulty in fulfilling their goals. The researchers attempted to show the projects for displaced homemakers as of September 1981 as accurately and realistically as possible. However, it must be noted that during this time some programs continued beyond September 1981, some ended before that date, some key people moved, changed positions and all of this tended to make the results difficult to crystalize. In addition, some data was gathered as early as February 1981 and has not been updated.

In order to assess the needs of displaced homemakers, to identify present and past services for displaced homemakers, and to recommend strategies for improvement in service delivery for displaced homemakers, a research methodology was developed to elicit information.

The information on the characteristics of the displaced homemaker was gained mainly through the workshop format followed by demographic data sheets and personal interviews completed by self-identified displaced homemakers.

Agencies, both service providers and non-service providers, were surveyed and interviewed to assess the displaced homemakers' programmatic needs, services presently provided, the duplications and gaps in services, the linkages, and the barriers of the linkages.

1. Workshops for Displaced Homemakers

The Fort Wayne Women's Bureau designed workshops specifically for displaced homemakers and presented them in six areas of the state: Fort Wayne, Bluffton, Hammond, Bloomington, Vincennes and Indianapolis. These workshops were designed to be a mutual sharing of information. Because this present contract is CETA-funded, the major contact persons were CETA staff members. In addition, women's programs and centers were contacted to identify the target population for the workshops.

The workshops provided the participants with support and information. Through the activities the displaced homemakers assessed their situation and their skills in relation to posible jobs. They also met several local service providers and learned of the services available in the area. The participants were involved in brainstorming and other information-generating activities during the workshops. (Pulling Together Worksnop Packet - Appendix A) The following activities were included:

1) The Card Trick. On a 4 x 6 index card, participants answered the following questions:
   a) Whom must I please?
   b) How do I feel about my situation?
   c) What do I want for myself ideally?
   d) What am I willing to do to get it?

2) My Gift to Myself. Participants identified their gift (goal) for themselves.

3) Model Program. Participants brainstormed the components of a model program for displaced homemakers by answering the following questions:
   a) What services would you provide?
   b) How would you provide these services?
   c) How will you recruit participants?
   d) What problems do you think you will have?
   e) What linkages would you use?

2. Demographic Information

Each workshop participant completed a demographic information form (Registration and Demographic Form, Appendix B). The results of these 146 surveys produced information on the characteristics of the displaced

homemakers regarding income, minority status, age, skills, educational level, employment status and programmatic and training needs. Analyzed by area in conjunction with other information from the displaced homemakers, this information has provided the basis for the development of the instrument for identifying displaced homemakers by service providers.

3. Interviews of Displaced Homemakers

At the conclusion of each workshop, trainers requested that the women volunteer to participate in a personal interview. The purpose of these 49 interviews was to supplement the demographic information form by providing more in-depth information on their characteristics and their programmatic needs. (Displaced Homemaker Interview - Participant, Appendix C). The information gained from these interviews focused on their needs, goals, feelings, the individual and agencies to whom they turned for help, identification of those who helped most and their recommendations for new displaced homemakers.

4. Case Studies of Displaced Homemakers

Case studies of representative displaced homemakers have been written based on the information from the Demographic Forms and in-depth participant interviews. These case studies dramatically detail the plight of the displaced homemakers.

5. Initial Surveys

Every effort was expended to identify every present and past program and service for displaced homemakers in the state of Indiana. To identify these providers, (Initial Survey Forms, Appendix D) were mailed to over 1500 possible providers of programs/services to displaced homemakers including CETA agencies, educational institutions, state and local agencies, community service, women's programs, and community based organizations. Initial Surveys were also mailed to agencies identified as displaced homemaker service providers on returned Initial Surveys or by interviewees.

The 270 (18%) returns provided specific information on the purpose and activities of programs/services for displaced homemakers, funding, number of participants and linkages. They were divided into the following parts:

1. Agencies which are currently providing programs to the displaced homemaker.
2. Agencies which are currently providing services to the displaced homemaker.
3. Agencies which have previously provided programs/services to displaced homemakers.

4. Agencies which provide programs to displaced homemakers as part of the total population.
5. Agencies which provide services to displaced homemakers as part of the total population.

These surveys formed the basis for the description of present and past programs/service designs for displaced homemakers described in Section E of this report.

6. Pulling Together Interviews with Community Agencies

Interviews were conducted with present or potential service providers for displaced homemakers in attendance at the Pulling Together Workshops or from the local communities (Appendix E). A total of 24 interviews were conducted with social service agencies, women's organizations and CETA agencies in Fort Wayne, Muncie, Hammond, Indianapolis, Bloomington, Bluffton and Vincennes.

The interviews were conducted through a structured questionnaire that provided information on their definition of a displaced homemaker and needs differing from other clients and women, the barriers to employment, current services provided by the agency to displaced homemakers and linkages with other agencies who could provide the needed services.

Because 75% of the agencies interviewed do not specifically provide services to the displaced homemaker, these interviews provide information on the overall state of service for the displaced homemaker in Indiana.

7. Linkage Interviews in Identified Displaced Homemaker Program Locations

The Initial Surveys identified seven areas of the state with current programs specifically for displaced homemakers. Each of these programs has a unique program design and has established unique linkage patterns with major and secondary service providers.

Linkage interviews were conducted in Anderson, Bloomington, Fort Wayne, Hobart, Indianapolis, Muncie and New Albany.

At each site staff members from the displaced homemaker service provider, the local CETA agency and other appropriate agencies, including social service agencies and women's organizations were interviewed using the Questionnaire for Linkage Site Visits. The questions asked in these interviews included the following topics:

1. Program design, effectiveness and the ability to address the characteristics of the displaced homemakers.
   a. Usage rates
   b. Placement rates, distributions of placement by occupational status, job title, rate of pay

c. Referral patterns
d. Other experiences and achievements of participants
e. Other outcomes and impacts
f. Linkage systems developed and integration into other CETA programs
g. Exemplary programs

2. Utilization of CETA services by agencies
   a. Agencies utilized
   b. Referral networks
   c. Barriers to linkages with CETA programs

3. Linkage patterns between CETA and non-CETA service deliverers
   a. Rates
   b. Utilization of services
   c. Information and referral systems
   d. Fragmentation and duplication of services
   e. Accessibility
   f. Possibilities for joint projects
   g. Obstacles to linkages
   h. Paths to linkages
   i. Linkage models
   j. Service delivery gaps

E. Staffing Pattern and Qualifications

This research project on displaced homemakers was contracted by Employment Training and Educational Services, Inc. who sub-contracted with the Fort Wayne Women's Bureau, Inc. The coordination of these two agencies resulted in bringing the unique experiences and abilities of each agency to bear on the issues and complementing each other in the resolution of the problems. The Women's Bureau has a strong knowledge of women's issues and years of experience in providing direct services to the displaced homemakers in Fort Wayne. ETES is strong in the research and evaluation of the project. The two agencies teamed in developing the research plan and in implementing the workshops and interviews, and completing the final report.

F. Linkages and Cooperative Agreements

ETES, Inc. in this contract, linked with the Fort Wayne Women's Bureau. In turn, the Fort Wayne Women's Bureau opened a variety of other linkages based on their years of experience in cooperating within the CETA system and also into the total women's network. Over the years, because of exemplary programs that they have developed and implemented for women, the Fort Wayne Women's Bureau has become recognized nationwide for its knowledge about the displaced homemaker.

G. Evaluation and Monitoring Plan

The design for evaluating programs consists of Initial Survey Forms and Linkage Interviews. The Initial Survey Forms were mailed to agencies which could provide services and/or programs to the displaced homemaker and were completed by agency staff. Agencies thus identifying themselves as displaced homemaker program operators received linkage interviews administered in person by ETES staff members. Program operators, CETA agencies and other appropriate agencies were questioned concerning the effectiveness of CETA's and the program operators' delivery of services to displaced homemakers.

The results of this evaluation is compiled according to location so that the effectiveness, strengths, weaknesses, gaps and duplications of displaced homemaker services in each locale can be identified. In addition, data relating to overall displaced homemaker services is discussed in a separate section.

H. Knowledge Development and Dissemination

As a result of this study, ETES and the Fort Wayne Women's Bureau have gained a greater familiarity with women's concerns, particularly in the state of Indiana. The data which we have gathered verifies and quantifies general feelings that people have had about their concerns. We have learned what programs are being offered in the state for displaced homemakers and the specific components of those programs. By conducting the study across the state we have learned more about national trends as well as specific knowledge about Indiana's systems and services to the displaced homemaker.

As a result of this final report, we intend to disseminate the information to key journals focusing on women's issues and women's problems. In addition, we intend to disseminate a summary or executive report to all agencies who responded to the initial survey or who indicated an interest in receiving such specific information and to all Prime Sponsors and Occupational Development Centers in the state.

I. Other Special Factors or Circumstances

Not Applicable

III. ACHIEVEMENTS, OUTCOMES AND PRODUCTS

A. Achievements, Activities Completed

The following activities which have been completed in the implementation of this research study are: the initial surveys, (280 (18%) returned of 1500 mailed) workshops in locations in the state of Indiana (6), participant demographic forms (146) and in-depth interviews (49), interviews with community agencies (24) and linkage interviews (15). The results of all of these activities will be discussed in more detail in E "Achievements, Outcomes, Products, and Findings Related to Project Goals and Objectives."

B. Unplanned Outcomes

Basically, this study proceeded according to the plans outlined in the original contract. Therefore, no real unplanned outcomes occurred. However, during this project a strong personal and professional relationship has developed between the staff members of ETES and the Fort Wayne Women's Bureau. This has led to networking with other agencies through the present knowledge of the cooperating agencies.

C. Products

The following products have resulted from this research study on displaced homemakers.

1. Publicity packets sent to agencies (Appendix H)
2. Workshop packets given to participants and agencies (Appendix A).
3. Profile of the Displaced Homemaker (See III E, Goal 2)
4. Linkage Study Descriptions (See III E, Goal 3)
5. Program Descriptions (See III E, Goal 3)
6. This Final Report
7. The Dissemination Report (Appendix J)

D. Research, Evaluation Findings

The following research findings are in capsule form by goal:

Goal 1: The Employment and Training services that exist for displaced homemakers are adequate, however many potential participants are not served because of lack of programming in many areas of the state or non-eligibility.

Goal 2: The typical displaced homemaker in this study is over the age of 35; divorced, separated, or widowed; female, white; has no more than a twelfth grade education; earns less than $5,000; is primary support of her family; has relied on another family member for support and has lost that support three years ago or less; is currently unemployed with a skill level of unskilled or semi-skilled; is not satisfied with her current employment status; and has difficulty finding a job.

Goal 3: In 1980-81 there were 7 displaced homemaker programs in Indiana: Bloomington, Muncie, Fort Wayne, Indianapolis, Lake County, Anderson, and New Albany. Each of these programs is unique and considered a model. While all programs share many of the same components, each addresses the needs of displaced homemakers differently.

Goal 4: As a result of the study, specific recommendations have been made to improve displaced homemaker services.

E. Achievements, Outcomes, Products, and Findings to Project Goals and Activities - Differences Between Planned and Actual Activities and Outcomes

GOAL 1: Research the Adequacy of Employment and Training Services for Indiana Displaced Homemakers

Employment opportunities for women who are displaced homemakers are of vital concern, not only because of the drain in Aid to Families with Dependent Children, Supplemental Security Income, Social Security, Food Stamps and other payments, but more importantly, because of the waste of human resources involved. These are women who most often want to work to support themselves and their children, who, with training and experience, could contribute to the productivity and economic vitality of the nation.

Displaced homemakers (whether separated, divorced or widowed) face economic and occupational constraints. Many of these women have suffered emotional and social trauma and are often not economically self-sufficient. They usually lack the basic education and work skills needed to obtain and retain employment. Their options are limited to extremely low-skilled and low-paying jobs or accepting public assistance for themselves and their children.

Displaced homemakers often experience more difficulties than the average job seeker because they typically fall through the cracks of Federal income security programs. Many are too young for Social Security benefits; others don't qualify because they are divorced (or separated) from the family wage earner. They are not eligible for federal welfare assistance if they are not physically disabled or if their children have reached the age of 18. Therefore, the displaced homemaker is in desperate need of a job.

In finding an appropriate job, displaced homemakers run into barriers because usually they have not been recently engaged in paid employment. In addition, they are often considered too old for the traditional job market. Many displaced homemakers are forced to accept part-time jobs or low-paying jobs because they have not been adequately prepared to compete in the labor market.

At the present time, the Comprehensive Employment and Training Act (CETA), Vocational Education and the Department of Labor Women's Bureau are the major national resources for employment and training services to these women. This report describes the results of investigations into the programs presently funded and attempts to assess the effectiveness of programs for displaced homemakers.

As a basis for development of the research design and its findings, a review of the literature was conducted to identify the research background on the needs of displaced homemakers and government regulations related to them.

1. Definition of a Displaced Homemaker

The initial question presented was, "What is a displaced homemaker?" The term "displaced homemaker" was coined by Tish Sommers in 1974. For her, homemakers "forcibly exiled" from their roles, occupations, dependency status and livelihood were analogous to displaced persons "forcibly exiled" through social upheaval or war.[1]

The definition of a displaced homemaker, according to Sommers, is "an individual who has, for a substantial number of years, provided unpaid service to her family, has been dependent on her spouse for her income, but who has lost that income through death, divorce, separation, desertion or the disablement of her husband.[2]

A comparison of fifteen definitions of displaced homemakers include definitions from the following sources: Vocational Education, U.S. Department of Labor Women's Bureau, Illinois State Board of Education and displaced homemaker bills from the states of Michigan, Ohio, Indiana, Arizona, Nebraska, New Mexico and Colorado.

The consensus from this comparison indicated the three following primary criteria for the definition of displaced homemaker:

1. Male/Female (person)
2. Homemaker (worked in the home providing unpaid services for the family)
3. Has been dependent on public assistance or on the income of another family member, but is no longer supported by that income.

Of lesser importance were the secondary criteria:

1. Has lost income of spouse through divorce, widowhood, disability of spouse, separation or desertion

2. Underemployed (homemaker/part-time worker looking for full-time work)
3. Has lost or will lose public assistance during the next two years

The issue of age on which Tish Sommers and the Alliance for Displaced Homemakers has placed a high priority received very low emphasis in the definitions surveyed.

2) The Status of Legislation Concerning Displaced Homemakers

The report of the Wisconsin Governor's Commission on the status of Women, Real Women, Real Lives: Marriage, Divorce, Widowhood, discusses the effect of the lack of effective legislation for displaced homemakers on the family and society as a whole. "Marriage...has been considered the accepted destiny of all normal women and has been part of the fabric of their lives." [3] Yet, "our legal tradition of the wife's protected and submerged role in marriage has brought with it the same kinds of social, legal and economic disabilities shared by others of 'inferior' status such as children and slaves." [4]

This report is a compendium of court cases in Wisconsin which illustrates the problems of homemakers when faced with legal and financial results of divorce or widowhood. For example, women who have devoted their lives and energies to raising a family and providing love and care for their husbands and families are faced by inequities when trying to get a credit card in their own names. [5]

Even though progress has been made in passing laws which support the framework of the family when things go wrong, "our national leaders...have not yet realized that fundamental changes in our marriage, property, tax, Social Security and insurance systems are necessary if the homemaker's substantial contributions to families and societies are to be given appropriate economic weight." [6]

The issue of concern for the legal rights of displaced homemakers, particularly on the issue of preparing them for unsubsidized employment, has been addressed differently at the federal level and at the state level.

a) Federal Legislation Concerning Displaced Homemakers

At the federal level, two avenues for displaced homemakers exist: through the delivery systems of the Comprehensive Employment and Training Act (CETA) and the Vocational Education Act. A booklet entitled A Guide to Coordinating CETA/Vocational Education Legislation Affecting Displaced Homemaker Programs [7] was written in 1979 to assist prime

sponsors, vocational educators and others in coordinating resources to meet the needs of displaced homemakers.

The Comprehensive Employment and Training Act Amendments of 1978 (Public Law 95-524) amending and reauthorizing CETA of 1973, also provide for the establishment of displaced homemaker programs.

Title II of CETA established comprehensive employment and training service programs for economically disadvantaged persons. Displaced homemakers who meet the CETA guidelines can receive assessment, comprehensive employment and training services, supportive services and wages and allowances under this title. The criteria states: A person is eligible for comprehensive employment and training services under Title II (Part B) only if such person is economically disadvantaged and either unemployed, underemployed or in school. (CETA Sec. 213)

Title III of CETA provides services to meet the employment-related needs of persons who are disadvantaged in the labor market, including displaced homemakers and others requiring special assistance as determined by the Secretary of Labor. Its definition is, "A displaced homemaker is an individual who -- (1) has not worked in the labor force for a substantial number of years, but has, during those years, worked in the home providing unpaid services for family members; and (2)(i) has been dependent on public assistance or on the income of another family member but is no longer supported by that income, or (ii) is receiving public assistance on account of dependent children in the home, especially where such assistance will soon be terminated, and (3) is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment" (20 CFR 675.4). Under this title, multipurpose projects which provide comprehensive employment and training services and supportive services can be funded.

The Education Amendments of 1976 (Public Law 94-482) which amended the Vocational Education Act of 1963 "provides programs and services to meet the needs of persons who had solely been homemakers but who now, because of dissolution of marriage and for other reasons, must seek employment" [8]

Vocational education's complete definition of displaced homemakers is:

Male and female adults who are:

a. Persons who had solely been homemakers but who now, because of dissolution of marriage, must seek employment.

b. Single heads of households.
c. Homemakers and part-time workers seeking a full-time job.
d. Women and men in traditional jobs seeking employment in non-traditional areas.

The Education Amendment provides allocations by state for needs assessments, approved programs, services and activities, and acquisition, repair and maintenance of instructional equipment. It specifies that the services will be delivered by state vocational educational agencies, local education agencies (public and private), appropriate community-based organizations on a subcontract basis, and public and non-profit institutions.

Acknowledging that one of the keys to increasing the salaries of women and minorities lies in broadening their occupational training, Congress also focused on the elimination of sex bias in the 1976 Vocational Amendments. "The legislation provides for affirmative efforts to overcome the previous socialization which trapped men and women into sex-stereotyped jobs." [9] Yet, in the 1980 study sponsored by the American Civil Liberties Union Foundation of Georgia, The Unfulfilled Promise of Vocational Education, found that the sex and racial equity had not noticeably changed in Georgia. Women had moved into non-traditional jobs, especially in fields in which they already had considerable representation, yet there had been little movement of men into traditionally female courses in post-secondary area vocational-technical schools. [10] The same observation was substantially true in the state's secondary schools.

As a result of the ACLU's study of Georgia's vocational education program, the following are selected recommendations:

1. The Office of Adult and Vocational Education should require each state to demonstrate that it is using vocational education funds to support programs for each of the four targeted groups.
2. The State Board of Education (Georgia) should adopt significant incentives which will actually motivate changes in enrollment and the adoption of model programs.

b) State Legislation Concerning Displaced Homemakers

Several states have passed displaced homemaker laws. At this point, Indiana has not.

As an example of state legislation, the Fitzgerald-Elliott Displaced Homemakers Act of Michigan is designed to provide benefits to displaced homemakers; to provide for the creation of multi-purpose centers; to provide

for their administration; to provide counseling, job training, employment assistance, health care, and to promote independence for the displaced homemakers; and to prescribe powers and duties of the Department of Labor to make an appropriation. The three multiservice centers established under this act are funded until 1983.

A bill to propose similar services for displaced homemakers in Indiana was defeated in January, 1981. The specific needs of the displaced homemakers in this state are left unfulfilled.

A report on The Legal Status of Homemakers in Indiana conducted in 1975 by the National Commission on the Observance of International Women's Year, documented the legal difficulties faced by homemakers and displaced homemakers. It substantiated the findings of the Wisconsin study when it indicated the consequences of the low value placed on women's contributions in the home.

The conclusion of this report states that: -

> Although Indiana statutes are fair on their face, the application to homemakers often creates inequities. As long as we seek to maintain the traditional family structure, with one spouse as a full time wage-earner and the other as a full time homemaker, we must carefully examine not only the legislative language, but also its impact on homemakers.
>
> While she is married, the homemaker has no enforceable rights in the income of the family. If she is divorced, she has no right to alimony; property division will not compensate her for her years of service to her family at the expense of personal career development; child support is unlikely to be sufficient and even the small amount awarded will be difficult to collect. If her husband dies, rights of the widowed homemaker are dependent on the provisions made for her support by her husband. Pensions and Social Security rights are often uncertain.[11]

The situations described in the report have not improved appreciably in the intervening years in Indiana.

A study of Vocational Training Programs and Support Services Necessary to Meet the Needs of Displaced Homemakers and Other Special Groups prepared by Dr. J.P. Lisack [12] in 1979 for the Indiana State Board of Vocational and Technical Education, indicates that these financially distraught displaced homemakers who seek training in a vocational program in the next several years will face problems.

His findings indicate:

1. Estimated future needs for supportive services (including counseling, job development, placement and follow-up) to allow women students to enter vocational education programs designed to prepare them for jobs which have been traditionally limited to men - are more than double the current number of women now receiving such services.

2. The estimated numbers of displaced homemakers and members of other special groups - who need vocational programs to prepare them for employment (nearly 5,000), special courses on how to seek employment (4,420), and job placement (4,300) are more than double the current number now enrolled or being provided job placement service.

3. Presently there are now enough child care facilities to provide child care for the current students. More students might enroll if they could pay for child care services. When the other 4,000 potential students enroll, approximately 2,000 will need child care services during the daylight hours and another 2,000 will need facilities during the evening hours.

4. There is a reported potential of about 5,725 displaced homemakers and members of special groups who can be referred to vocational education programs (by County Welfare Directors, CETA Prime Sponsors and IESD Branch and WIN Managers) if such programs were provided along with special courses on how to seek employment and job placement services.

5. A shortage of availability of child care facilities and/or homes for between 2,000 and 3,000 children exists if identified needs are to be met. In addition to the special support services; counseling; vocational training; job development, placement and follow-up; and child-care, some students will need additional services and assistance.

In summary, this report indicates that there is a potential of more than doubling the number of women attending vocational education programs and doubling again if vocational programs provide training in job seeking skills and job placement. However, these women attracted to the benefits of a vocational degree will encounter difficulties in providing appropriate child care facilities for their children.

3. Needs of Displaced Homemakers

The literature reveals the unique needs of the displaced homemaker, the most pressing usually being money and a job. Numbers in parentheses refer to resources in Bibliography listed numerically in Appendix K. (19, 16, 18)

The CETA model program for displaced homemakers in Fitchburg, Massachusetts [13] is designed to provide an intensive transition step for displaced homemakers to analyze interests and capabilities as they prepare for the world of work. This Homemaker Re-entry Program is divided into two parts designed to meet two objectives: to recognize the woman's interests and abilities and to prepare them with technologically up-to-date skills.

The programmatic needs of displaced homemakers identified by other literature sources are grouped into these two categories.

1. Recognize interest and abilities (16)
   Self-image (9, 16, 7)
   Functional skill analysis (9, 16)
   Recognition of strengths, personality resources, capacities and potentialities (9, 16)
   Ability to deal with stress, guilt (9)
   Career guidance (3, 16, 18)
   Survival skills (9, 18)
   Psychological support (9)

2. Technologically up-to-date skills (16)
   Skill assessment (9, 16, 14)
   Job Seeking Skills (9, 4, 16, 18)
   Ability to project skills and achievements to prospective employers (7)
   Education (9, 16)
   Driver's education (16)
   Work history (9, 16)
   Skills development (9, 4, 16)
   Job (9, 18)
   Creation of new jobs (9)

The Michigan Fitzgerald-Elliott Displaced Homemakers Act of 1979 [14] provides allocations for three multiservice centers to be established in the state. The specific activities mandated by the state are:

1. Diagnostic evaluation of vocational needs
2. Individual written plan for attaining self-sufficiency gainful employment
3. Provision or coordination of the services provided
4. Follow-up throughout the course of the plan

It specifically provides for:

1. Vocational counseling
2. Vocational testing
3. Vocational and related training
4. Job seeking skills
5. Job placement assistance
6. Referrals to the State Employment Service

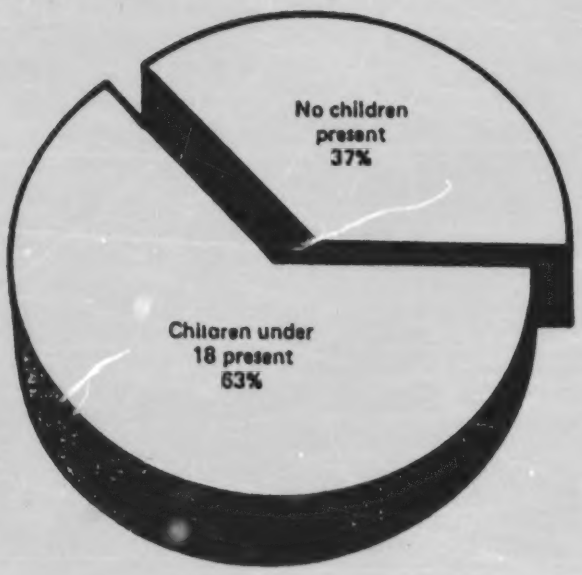
7. Knowledge of self-initiated job opportunities
8. Direct job development
9. Basic medical examinations
10. Referals for health care
11. Referals to alcohol and drug addiction programs
12. Money management courses
13. Outreach and information on government programs
14. Financial assistance

4. The Displaced Homemaker Population

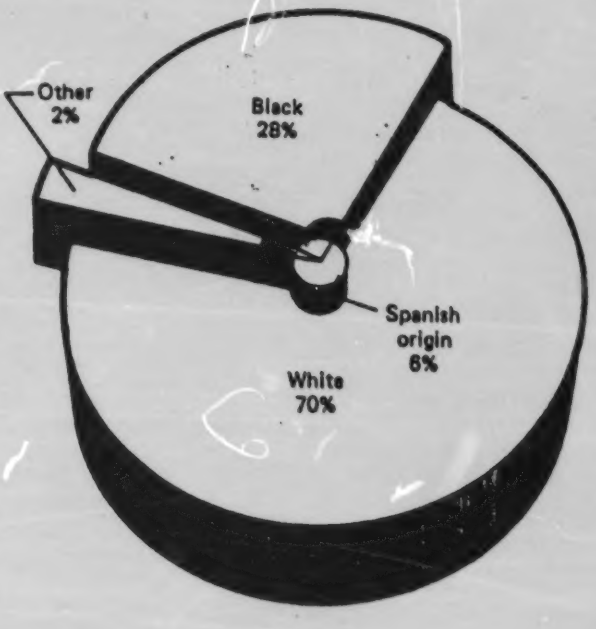
The Bureau of the Census, U.S. Department of Commerce, reports that 8.5 million families in the United States were maintained by female householders in 1979.[15] The following graphs illustrate their major characteristics.

A Profile of the 8.5 Million Families Maintained by Female Householders in 1979

Presence of Children

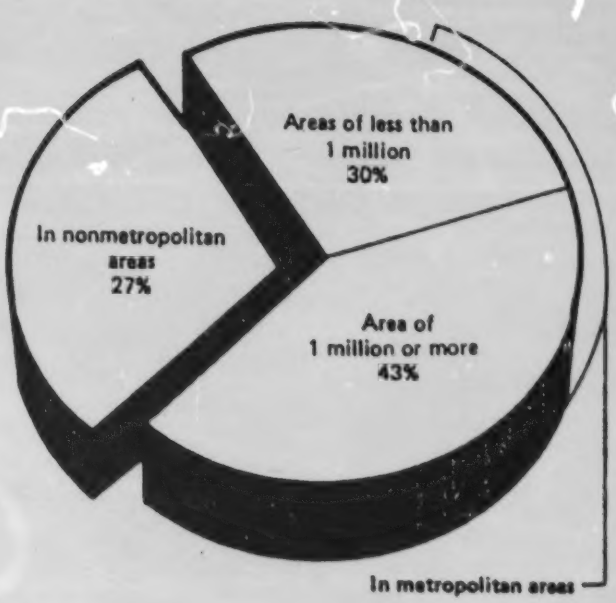


Race and Spanish Origin

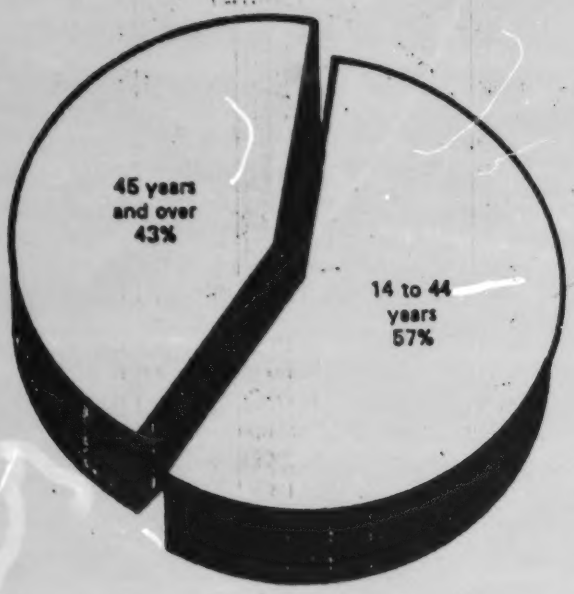


Marital Status

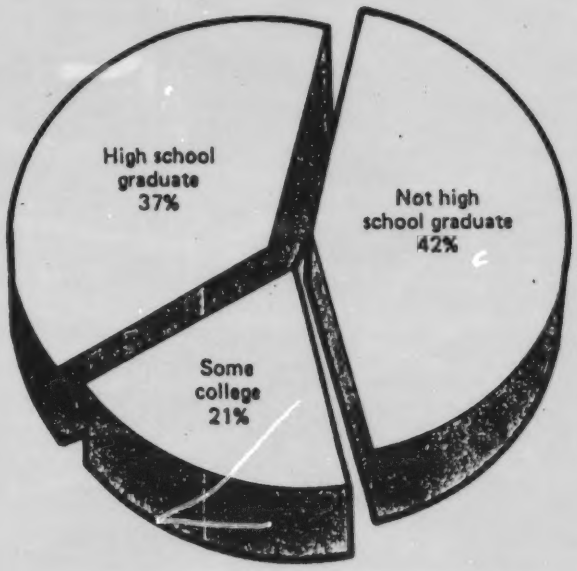
Place of Residence



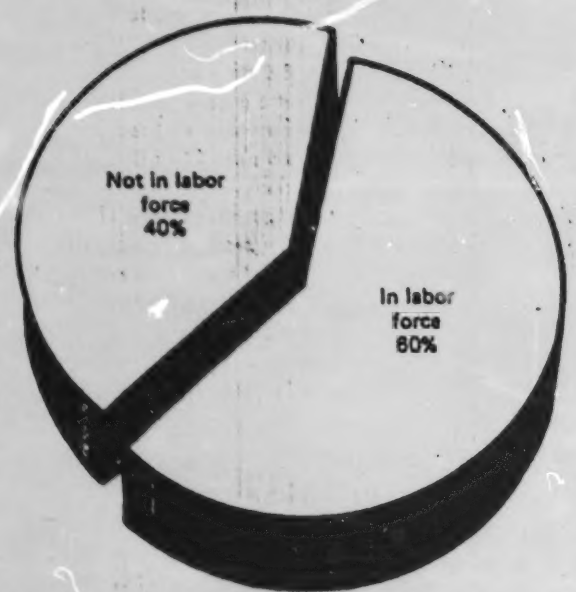
Age



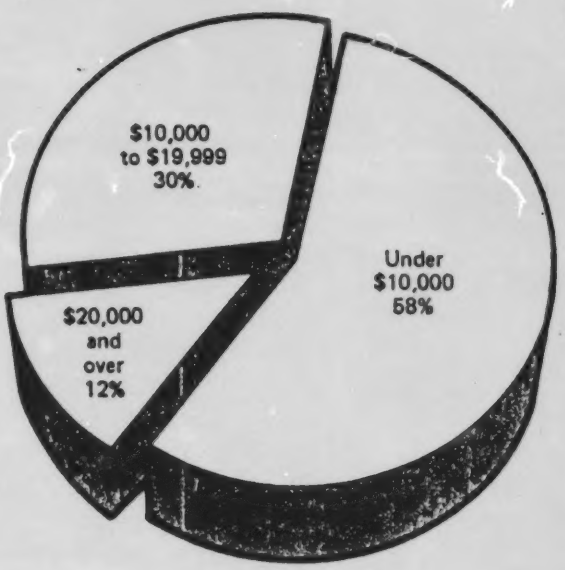
Education



Labor Force Participation



Income



In Indiana, in 1976, of the 1,797,000 households in the state, 144,000 primary families were maintained by a female with no husband present. 31,000 families were headed by a male with no wife present. In addition, 248,000 households were composed of females as a primary individual (living alone) and 132,000 male heads of household as primary individuals.[16] (Source: Population Estimates and Projections, Series P-25, No. 710, U.S. Department of Commerce, Bureau of the Census, October 1977.)

A study conducted by the Adult and Community Education Division, Department of Public Instruction, in 1981, surveyed a sample of 15 Adult Basic Education program sites in the state. Fourteen directors responded to the "Questionnaire on Basic Educational Services to Women". Directors identified 864 displaced homemakers using the definition, "A displaced homemaker is an individual over 35 years of age who (1) has worked without pay as a homemaker for his/her family (2) has had or would have difficulty finding employment (3) has depended on the income of a family member and has lost that income or (4) has depended on government assistance as the parent of dependent children but who is no longer eligible for such assistance." This total is approximately 23% of the women in these 14 ABE programs.

Vocational Education Serves Displaced Homemakers

Earlier this year an effort was made by the State Board of Vocational and Technical Education to collect information concerning the number of displaced homemakers and other special groups that were being served in existing vocational education programs. Three hundred thirty-eight (338) survey forms were sent to public secondary and postsecondary institutions. Fifty-five (55) responses were returned. The results showed that 5,013 displaced homemakers and other special groups were enrolled in vocational education programs. The following chart shows the breakdown by definition.

Definitions	Secondary	Adult	Postsecondary	TOTAL
1. Persons who had been homemakers, but who now, because of dissolution of marriage, must seek employment.	3	380	701	1084
2. Persons who are single heads of households and who lack adequate job skills.	11	1424	588	2023
3. Persons who are currently homemakers and part-time workers but who wish to secure a full-time job.	9	780	552	1341
4. Women who are now in jobs which have been traditionally considered jobs for females and who wish to seek employment in job areas which have not been traditionally considered as job areas for females, and men who are now in jobs which have been traditionally considered jobs for males and who wish to seek employment in job areas which have not been traditionally considered as job areas for males.	15	117	433	565
TOTAL	38	2701	2274	5013

The survey instrument was also sent to CETA Prime Sponsors and Occupational Development Centers. Sixteen (16) returns not recorded in the chart above showed that 989 displaced homemakers and other special groups were being served by vocational education.

5. Summary

The literature indicates that in the last seven years tremendous strides have been made in providing services to displaced homemakers. The nation was made aware of the plight of citizens called "displaced homemakers". Many states recognized the problem and initiated steps to alleviate the problem through the passage of the displaced homemaker laws.

In Indiana the picture is not so clear cut. The state has not passed a displaced homemaker law. However state agencies have provided monies for the development of displaced homemaker programs. In addition population statistics indicate that the services currently provided do not meet the needs of the displaced homemaker.

FOOTNOTES

1 Shields, Laurie, Displaced Homemakers: Organizing for a New Life, New York: McGraw-Hill, 1980, p. ix.

2 Ibid.

3 _____, Real Women, Real Lives: Marriage, Divorce, Widowhood, Madison, Wisconsin: Wisconsin Governor's Commission on the Status of Women, 1978, p.5.

4 Ibid., p.11.

5 Ibid.

6 Ibid., p.13.

7 U.S. Department of Labor, Women's Bureau and U.S. Department of Health, Education, and Welfare, Bureau of Occupation and Adult Education, A Guide to Coordinating CETA/Vocational Education Legislation Affecting Displaced Homemaker's Programs, Washington, D.C.: U.S. Printing Office, 1979.

8 Ibid., p.3.

9 Looney, Ginny, The Unfulfilled Promise of Vocational Education, Atlanta, Ga.: American Civil Liberties Union Foundation of Georgia, 1980, p. 8.

10 Ibid., p. 17.

11 Chezem, Linda L., The Legal Status of Homemakers in Indiana, Washington, D.C.: Center for Women Policy Studies, 1977, pp.22-23.

12 Lisack, J.P. Vocational Training Programs and Support Services Necessary to Meet the Needs of Displaced Homemakers and other Special Groups, Unpublished report, Office of Manpower Studies, Purdue University, 1979.

13 U.S. Department of Labor, Women's Bureau, Displaced Homemakers: A CETA Program Model, Fitchburg, Mass. Washington D.C.: U.S. Printing Office, 1978.

14 Fitzgerald, Hart, Derezinski, Plawecki, Corbin, Holmes, Snyder, Otwacker, and Kammer (Senators), Fitzgerald-Elliot Displaced Homemakers Act, State of Michigan, 1979.

16 Zimmeth, Mary, The Women's Guide to Re-entry Employment, Mankato, Minn.: Gabriel Books, 1979.

GOAL 2: Characteristics of the Displaced Homemaker

1. Profile of the Displaced Homemaker

Introduction

The following summary of the Demographic Forms analyzed by a computer cross tabulation looks at the major characteristics of the displaced homemakers.

The sample size is 146 women, self-identified displaced homemakers in seven cities in Indiana. The percentages have been based on this sample of 146. A larger sample size could have changed the results however it is the feeling of the researchers that even if the percentages had changed, the trends would have remained the same.

The "area" is the constant in of each of these descriptions. The areas designated as urban are Fort Wayne, Muncie, Indianapolis, and Hammond. The areas referred to as rural are Vincennes, Bloomington and Bluffton.

Age

Table 1

Age of Displaced Homemakers

AGE/AREA	URBAN (n=122)	RURAL (n=24)	OVERALL (n=146)
18-29 yrs.	21.3	12.5	19.9
30-34 yrs.	8.2	12.5	8.9
35-44 yrs.	27.9	54.2	32.2
45-54 yrs.	29.5	16.7	27.4
55 & over	13.1	4.2	11.6

Table 1 indicates that the displaced homemakers in our study fell between the ages of 18 and 55 with very few over the age of 55. The predominance of women were between the ages of 35 and 55 but there were 40% under 35 and over 55. Therefore it seems as if the definitions that include an age criteria could exclude many actual displaced homemakers. The percentage of women in each age category in the urban and rural areas is fairly consistent although there is a slight difference in the categories of 35-44 and 45-54.

Marital Status

Table 2

Marital Status of Displaced Homemakers

MARITAL STATUS/AREA	URBAN (n=122)	RURAL (n=124)	OVERALL (n=146)
Divorced	47.5	66.7	50.7
Separated	19.7	20.8	19.9
Widowed	15.6	8.3	14.4
Married	11.5	4.2	10.3
Never Married	5.7	---	4.8

The percentages indicated in this table are consistent across both the urban and rural displaced homemakers. It indicates that most displaced homemakers are divorced, with a large percentage separated and widowed. Eighty-five percent of the displaced homemakers who participated in our study were either divorced, separated or widowed, which seems to be consistent with most of the current definitions of displaced homemakers. However it seems that with the changing economy and the number of men who are being laid-off there could be more married displaced homemakers who have become the primary support of their family within the next several years.

Race

There is a question of validity here because there should be more Blacks and Hispanics in both the rural areas and in the large cities. Perhaps the black women who otherwise could be idenified as displaced homemakers have developed the ability to accept jobs that are unskilled and therefore did not perceive themselves as displaced homemakers. Or perhaps our out-reach efforts to identify women for the workshops simply did not adequately include representatives of these two racial groups.

Table 3

Race of Displaced Homemakers

RACE/AREA	URBAN (n=121)	RURAL (n=24)	OVERALL (n=145)
White	74.4	95.8	77.9
Black	17.4	--	14.5
Hispanic	6.6	--	5.5
Native American	—	4.2	1.4
Other	1.7	--	0.7

The results showed that in both the urban and rural areas more whites appeared to classify themselves as displaced homemakers than did non-whites. In general, 78% of whites identified themselves as displaced homemakers, 14.5% Blacks, 5.5% Hispanic.

Education

Table 4

Educational Level of Displaced Homemakers

ED. LEVEL/AREA	URBAN (n=120)	RURAL (n=23)	OVERALL (=143)
1-8 Grade	5.0	4.3	5.0
9-10 Grade	21.8	17.4	21.0
11-12 Grade	55.8	47.8	54.5
1 Year College	4.2	13.0	5.6
2-3 Years College	7.6	17.4	9.1
College Graduate	3.3	--	2.8
Graduate	1.7	--	1.4

The above table indicates that 47% of the displaced homemakers surveyed have completed high school, and 18% have an education beyond high school level. The typical displaced homemaker would have no more than a high school education. While educational level is not considered a characteristic necessary to identify a person as a displaced homemake, it should be considered in programming because accomodation needs to be made for the wide range of educational and ability levels.

Income

Table 5

The Earned Individual Income of the Displaced Homemaker

INCOME/AREA	URBAN (n=113)	RURAL (n=23)	OVERALL (n=136)
$3000	61.8	65.2	72.8
$3001-$5000	8.8	17.4	11.8
$5001-$7500	5.9	4.3	6.6
$7501-$9000	2.9	4.3	3.7
$9001-$10,500	0.7	4.3	1.5
$10,501-$12,000	2.2	---	2.2
$12,001-$15,000	---	4.3	0.7
$15,001-$20,000	---	---	---
Over $20,000	0.7		0.7

Seventy-three percent of all displaced homemakers earn $3,000 or less a year. About 85% earned $5,000 or less. Therefore earned individual income is an identifying characteristic of a displaced homemaker.

Family Income

The income indicated in this table includes the income of husband or other head-of-household upon whom the displaced homemaker had or presently is dependent.

Table 6

Family Income

INCOME FAMILY/AREA	URBAN (n=107)	RURAL (n=23)	OVERALL (n=130)
$3000	47.7	56.5	49.2
$3000-$5000	9.3	8.7	9.2
$5001-$7500	7.5		6.2
$7501-$9000	6.5	8.7	6.9
$9001-$10,500	3.7		3.1
$10,501-$12,000	2.8	8.7	3.8
$12,001-$15,000	5.6		4.6
$15,001-$20,000	3.7	4.3	3.8
Over $20,000	13.1	13.0	13.1

Only 49% of the displaced homemakers family income is less than $3,000, as compared to the 73% of the displaced homemakers who have an earned individual income of less than $3,000. Therefore 51% of the families earned more than $3,000 with a sizeable 13% earning a family income of more than $20,000. Because the increased income is due to the high income of someone other than the displaced homemaker, therefore we do not recommend family income being used as a displaced homemaker identification characteristic.

Other Income Received by Displaced Homemakers

The Demographic Form asked each participant to list the total amount of other income received, that is, income that was not individually earned or family earned.

Table 7a

Other Income Received by Displaced Homemaker

OTHER INCOME/AREA	URBAN (n=75)	RURAL (n=20)	OVERALL (n=95)
Less than $100	17.3	15.0	16.9
$101-200	20.0	15.0	18.9
$201-300	16.0	30.0	18.9
$301-400	16.0	15.0	15.8
$401-500	10.7	10.0	10.5
Over $500	20.0	15.0	18.9

Table 7b

Sources of Other Income

AREA/INCOME SOURCES	URBAN (n=82)	RURAL (n=26)	OVERALL (n=108)
AFDC	20.7	38.5	25.0
Social Security	13.4	3.8	11.1
Food Stamps	11.0	3.8	9.3
Child Support	25.6	19.2	24.1
CETA	7.3	15.4	9.3
Donations (Friends, Relatives)	2.4	3.8	2.8
Other	19.5	15.4	18.5

Sixty-five percent of the displaced homemakers indicated that they received income from other sources, including AFDC, Social Security, Food Stamps, Child Support, CETA, Donations from other family members or relatives and other souces of income. The total amount of Other Income ranged from less than $100 to more than $500 and the number receiving each of these quantities was fairly evenly distributed.

Table 7b indicates that 25% of the other income comes from AFDC and 25% from child support. While other income is not a determining characteristic of a displaced homemaker it is an important fact to note and to make a determination of priority ranking, possibly based on the source of other income.

Primary Support of Family

Table 8a

Displaced Homemaker Previous Reliance on Another Family Member for Support

PREVIOUS SUPPORT/AREA	URBAN (n=120)	RURAL (n=24)	OVERALL (n=144)
Yes	84.2	87.5	84.7
No	15.8	12.5	15.3

Table 8b

The Way in Which the Displaced Homemaker Lost That Previous Support

LOST SUPPORT/AREA	URBAN (n=113)	RURAL (n=21)	OVERALL (n=134)
Yes	81.4	90.5	82.8
No	18.6	9.5	17.2

Table 8c

Displaced Homemaker as Primary Support of Family

PRIMARY SUPPORT/AREA	URBAN (n=121)	RURAL (n=24)	OVERALL (n=145)
Yes	83.5	91.7	84.8
No	16.5	8.3	15.2

Eight-five percent of the displaced homemakers relied in the past on another family member for support. Eighty-three percent of those lost that support. Eight-five percent of the participants therefore are currently the primary support of their family. The conclusion is that primary support of family is an important criteria for the identification of a displaced homemaker.

Table 8d

Length of Time Since the Displaced Homemaker Has Lost That Income Source

WHEN LOST SUPPORT/AREA	URBAN (n=86)	RURAL (n=19)	OVERALL (n=105
Under one month	4.7	10.5	5.7
2-6 months	17.4	15.8	17.1
7-12 months	16.3	21.1	17.1
1-2 years	24.4	5.3	21.0
2-3 years	7.0	5.3	6.7
3-4 years	4.7		3.8
4-5 years	5.8	5.3	5.7
5-6 years	5.8	5.3	5.7
Over 7 years	14.0	31.6	17.1

Sixty-one percent of the displaced homemakers surveyed indicated that they had lost their income source within the last two years and 17% indicated they lost it over 7 years ago. So it seems as if women either look for immediate help or they wait some time until that they feel that they need help.

Table 8e

Manner in Which Displaced Homemakers Lost Their Income Source

HOW LOST INCOME/AREA	URBAN (n=96)	RURAL (n=20)	OVERALL (n=116)
Divorce	46.9	60.0	49.1
Separation	18.8	25.0	19.8
Death	18.8	10.0	18.1
Disability	5.2	5.0	5.2
Other	5.2		4.3
Layoff	4.2		3.4

Fifty percent of the displaced homemakers lost their support through divorce, 20% through separation, 18% through death. Therfore previous reliance on another person for support is an important identification criteria for a displaced homemaker.

Individual income is an important characteristic for the identification of the displaced homemakers. Family income is not as important; it shows that the displaced homemaker may have had a high wage earner in the past but now they are destitute. Family income should not be used as an identifying characteristic. Other income is such a variable that it is impossible to use it as a criteria. However it should be evaluated individually.

Employment

Table 9a

Whether the Displaced Homemaker has Ever Been Employed

EVER EMPLOYED/AREA	URBAN (n=121)	RURAL (n=24)	OVERALL (n=145)
Yes	95.0	91.7	94.5
No	5.0	8.3	5.5

Table 9b

Current Employment Status of Displaced Homemakers

CURRENT EMPLOY./AREA	URBAN (n=120)	RURAL (n=24)	OVERALL (n=144)
Yes	22.5	33.3	24.3
No	77.5	66.7	75.7

The information in both tables is consistant across both urban and rural displaced homemakers. Ninety-five percent of the displaced homemakers have been previously employed at some time. However 75% of them are not currently employed. Of the 32 respondents who are currently employed, 65.6% are employed full-time and 34.4% are employed part-time.

Table 10

The Job Title of Displaced Homemakers

JOB TITLE/AREA	URBAN (n=25)	RURAL (n=7)	OVERALL (n=32)
Clerical	12.0	14.3	12.5
Sales	8.0	14.3	9.4
Child Care	4.0		3.1
Helping Prof.	12.0		9.4
Medical	8.0		6.3
Para-Professional	4.0	28.6	9.4
Management	20.0	14.3	18.8
Non-traditional	8.0		6.3
Other	24.0	28.6	25.0

This table refers to displaced homemakers who indicated that they are currently employed whether in full-time or part-time work. It indicates that 81% of the displaced homemakers in this study are in low level positions, whereas 19% are in management positions. "Management" in this context refers to such positions as apartment manager as well as management positions in business. There is a wider range of jobs held in the urban areas than in the rural areas. The rural jobs are clustered in clerical, sales, para-professional, management, and other. Whereas the urban jobs are spread across the ten categories with Other being a catch-all.

Table 11

Job Title Skills of Employed Displaced Homemakers

SKILLS/AREA	URBAN (n=25)	RURAL (n=7)	OVERALL (n=32)
Unskilled	44.0	57.1	46.9
Semi-Skilled	28.0	14.3	25.0
Skilled	12.0	--	9.4
Technical	--	--	--
Professional	16.0	28.6	18.8

We identified very roughly the skill level of each job title just based on the job title itself, therefore this is the best approximation of the skills level possible. Forty-seven percent of the currently employed displaced homemakers are in unskilled labor. Seventy-one percent are unskilled or semi-skilled; 19% are professional.

Table 12

The Displaced Homemaker Satisfaction with Current Employment Status

SATISFIED STATUS/AREA	URBAN (n=115)	RURAL (n=21)	OVERALL (n=136)
Yes	10.4	23.8	12.5
No	89.6	76.2	87.5

Eighty-eight percent of the currently employed displaced homemakers indicated that they are disatisfied with their current employment status. Therefore of the 25% currently employed displaced homemakers in this study 88% are dissatisfied with their jobs.

Table 13

The Displaced Homemakers Difficulty in Finding a Job

DIFFICULTY FINDING A JOB/AREA	URBAN (n=115)	RURAL (n=21)	OVERALL (n=136)
Yes	91.3	85.7	90.4
No	8.7	14.3	9.6

Ninety percent of the displaced homemakers indicate difficulty in obtaining a job that they want and that could adequately support their family.

Information on the Unemployed Displaced Homemaker

Table 14

Length of Time the Displaced Homemaker has been Unemployed

LENGTH OF TIME UNEMPLOYED/AREA	URBAN (n=88)	RURAL (n=14)	OVERALL (n=107)
Under 1 month	8.0		6.9
2-6 months	5.7	21.4	7.8
7-12 months	4.5	14.3	5.9
1-2 years	25.0	21.4	24.5
2-3 years	8.0	7.1	7.8
3-4 years	4.5	7.1	4.9
4-5 years	3.4	7.1	3.9
5-6 years	2.2		2.0
Over 7 years	38.6	21.4	36.3

Forty-five percent of the displaced homemakers have been unemployed for 2 years or less. Thirty-six have been unemployed 7 years or more. Again there is a wide variation across all of the time categories. Therefore it is impossible to use length of unemployment as an identification criteria of displaced homemakers.

Table 15

Previous Job Title of Currently Unemployed Displaced Homemaker

JOB TITLE/AREA	URBAN (n=75)	RURAL (n=13)	OVERALL (n=88)
Clerical	34.7	30.8	34.1
Sales	6.7	--	5.7
Child Care	1.3	--	1.1
Helping Profession	6.7	23.1	9.1
Medical	4.0	--	3.4
Para-Professional	--	7.7	1.1
Management	--	--	--
Non-traditional	13.3	--	1.4
Other	3.3	38.5	34.1

Table 16

Previous Skill Level of Currently Unemployed Displaced Homemaker

SKILLS/AREA	URBAN (n=73)	RURAL (n=12)	OVERALL (n=85)
Unskilled	52.1	75.0	54.7
Semi-Skilled	35.6	16.7	32.6
Skilled	6.8	8.3	7.0
Technical	--	--	--
Professional	5.5	--	4.7

Both the urban and rural job titles could be classified primarily in the areas of clerical, helping professional, and other categories. Fifty-five percent of the displaced homemakers currently unemployed work in unskilled labor. Eighty-seven percent were unskilled or semi-skilled. Seven percent were skilled and 5% were professional. More displaced homemakers have lower skills levels than those who

were currently employed. However basically the distribution remains the same and it seems as if it were saying that displaced homemakers for the most part have unskilled or semi-skilled jobs whether they are currently employed or currently unemployed.

Summary

As a result of analyzing the above data in relation to other data, the characteristics which make displaced homemakers uniquely different are:

1) They have been thrust into the labor market unprepared.

2) They are now the head of the household.

3) They have intense emotional problems which need to be dealt with before they are ready for training on a job.

4) They are either underemployed or unemployed.

3. The Typical Displaced Homemaker

The following characteristics of the displaced homemaker were gathered from the cross tabulation of the Demographic Forms. The basic criteria of 66% or over indicates the typical displaced homemaker in our study. The number in the first column indicates the percent of women that the statement in the second column includes.

PERCENTAGE	CRITERIA
100%	female
71%	divorced, separated or widowed
78%	white
81%	has no more than twelfth grade education
85%	earns less than $5,000 annually
70%	other income of $400 monthly or less
79%	source of other income AFDC, child support, social security or other
85%	is primary support of their family
85%	have relied on another family member for support
83%	lost support of family member
70%	lost that support 3 years ago or less
95%	have been previously employed
76%	currently unemployed
72%	employed in a position that can be classified as unskilled, or semi-skilled
88%	unemployed, last skill level was unskilled or semi-skilled
88%	not satisfied with current employment status
90%	had difficulty finding a job

3. Findings of the Current Study in Relation to Current Definitions of the Displaced Homemaker

The researchers attempted to compare the current definition of displaced homemakers to the findings of this research study. Therefore each definition is reported and then a phrase by phrase breakdown is compared to specific data derived from the cross tabulation of the Initial Survey. The analysis of the appropriateness of each of these definitions is based on the findings of this research study.

a) The Tish Sommers Definition

"A displaced homemaker is an individual who has for a substantial number of years, provided unpaid service to her family, has been dependent on her spouse for her income, but who has lost that income through death, divorce, separation, desertion, or the disablement of her husband."

The phrase, "Substantial number of years, provided unpaid service to her family," is substantiated by our data which indicates that 90% of the displaced homemakers in our study have been primarily homemakers. However the time limit with the vague term "substantial" can not be verified by our study.

The next phrase, "Has been dependent on her spouse for her income," is also supported by data which indicates that 85% of the displaced homemakers in our study relied on another family member (not necessarily spouse) for support.

The phrase, "But who has lost that income through death, divorce, separation, death, desertion or the disablement of her husband", has been substantiated by our data which indicates that 83% of those displaced homemakers have lost the support of the member on whom they were dependent. In addition, 97% indicate that they lost that income through the divorce, separation, death, disablement or other (desertion) of their spouses.

In summary, the definition provided by Tish Sommers is substantiated by our data with the exception of the term "substantial."

b) The CETA Definition

In CETA terminology, displaced homemaker is an individual who:

a. Has not worked in the labor market for a substantial number (five) of years, but has, during those years, worked in the home providing unpaid services for family members; AND

b. 1) Has been dependent on public assistance or on the income of another family member but is no longer supported by that income; OR
2) Is receiving public assistance on account of dependent children in the home, especially where such assistance will soon be terminated; AND

c. Is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

The initial phrase is "Has not worked in the labor force for a substantial number (five) of years, but has, during those years, worked in the home providing unpaid services for family members." The length of time stated in this definition, five years out of the labor force, is not substantiated by our statistics which indicate that only 38% of the displaced homemakers were unemployed for five to six years. This percentage is extremely low. However our data does corroborate the idea of working and providing unpaid services for family members because it indicates that 90% of the women have been primarily a homemaker, however the emphasis in our statement should be on the word primarily.

"The displaced homemaker has been dependent on public assistance or on the income of another family member but is no longer supported by that income." We have no direct data on the reliance of the displaced homemaker in our study on public assistance. We do know that 85% of the displaced homemakers in our study relied on family members and that 83% have lost this support.

"Is receiving public assistance on account of dependent children in the home especially where such assistance will soon be terminated." We have found in our study that 51% stated that they were presently on federal assistance of some kind and 46% indicated that they were still eligible for public assistance. However these figures are not exactly accurate because some women who indicated that they were still eligible did not indicate that they were on federal assistance in the first place. This criteria of a displaced homemaker seems to be appropriate particularly because of the two choices connected by word, "or".

"The displaced homemaker is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment." It is difficult to evaluate this statement in terms of our data because in the data collection we did not look specifically for most of these terms. However, we do know that 76% of the women in our study were unemployed. Seventy-eight percent of those who were employed were not satisfied with their current employment status which can be interpreted as under-employed. Ninety percent indicated that they had difficulty in finding a job and 21% indicated that they wanted to stay in their job but to maximize the use of their knowledge and skills which can be interpreted as upgrading their employment. Sixty-eight percent of the currently unemployed displaced homemakers want to obtain a job.

Therefore it seems that our data has substantiated most of the phrases used in the CETA definition for a displaced homemaker with the one exception of the stipulations that they must be out of the labor force for five years.

Based on other data concerning individual earned income and family income the CETA guidelines for income could eliminate some actual displaced homemakers. Therefore it should be noted that it is inappropriate to ever consider family income in relation to identifying displaced homemakers. The considerations should be for the individual earned income of the displaced homemaker.

c) The Vocational Education Definition

"Displaced Homemakers are: Male and female adults who are-

a. Persons who had solely been homemakers but who now, because of dissolution of marriage, must seek employment.

b. Single heads of household

c. Homemakers and part-time workers seeking a full-time job

d. Women and men in traditional jobs seeking employment in non-traditional areas"

The first phrase in the definition is "Male and female adults." Even though our study did not include males, it is appropriate to include them in the definition.

The statement, "Persons who had solely been homemakers but who now, because of dissolution of marriage must seek employment," uses the word "solely." The data shows that 90% of the women were primarily homemakers.

From discussions with the homemakers in the study it is evident that while 90% of them were primarily homemakers, many of them did work part-time out of the home. It is evident from our data also that dissolution of marriage statement is accurate and because of the dissolutionment of marriage these people are out looking for a job.

"Single heads of household" We were unable to discuss this criteria "Single heads of household" because it is not included in our study. The statistic closest is that of 85% of the displaced homemakers who are the primary support of their families.

"Homemakers and part-time workers seeking a full-time job." The homemakers is a very definite criteria as again 90% of the displaced homemakers in our study were primarily homemakers. It is difficult to evaluate the part-time worker seeking full-time jobs because we did not directly ask that question in the survey. We do know that 89% of the displaced homemakers in our study who are currently unemployed are looking for work. In addition 34% of the women are part-time workers but it is not possible to tell if the ones who are looking for work are the part-time workers.

Our study produced no information to assess the criteria "Women and men in traditional jobs seeking employment in nontraditional areas."

d) The Definition Used Informally by Adult Basic Education

Adult Basic Education does not specifically identify displaced homemakers in its normal reporting procedures. In addition, it does not have a standard definition for displaced homemakers. However for the study which has been discussed earlier in this report, the Adult Education Division of the Department of Public Instruction did use the following definition to identify the number of displaced homemakers receiving adult basic education services. "A displaced homemaker is an individual over 35 years of age who 1) has worked without pay as a homemaker for his/her family, 2) has had or would have difficulty finding employment, 3) has depended on the income of a family member and has lost that income or 4) has depended on government assistance as the parent of dependent children but who is no longer eligible for such assistance."

In reference to the first phrase in this statement, "A displaced homemaker is an individual over 35 years of age," 71% of the displaced homemakers in our study are 35 years of age or older.

That a displaced homemaker "has worked without pay as a homemaker for his/her family" is substantiated by our statistics which indicates 90% of the homemakers in our study were primarily homemakers.

The phrase, "has had or would have difficulty finding employment," can be substantiated by the data which indicates that 90% of the women in our study reported that they had difficulty finding a job.

The criteria the displaced homemaker "has depended on the income of a family member and has lost that income," is also appropriate as our study indicates that 95% of the women in our study relied on another family member for support and 83% indicated that they lost that support.

The displaced homemaker "has depended on government assistance as the parent of dependent children, but who is no longer eligible for such assistance." We know that 51% have relied in the past on federal assistance and that 25% are now eligible for federal assistance, but we do not know if that federal assistance is AFDC. Therefore our statistics do not really substantiate or negate this statement as an appropriate criteria for displaced homemakers.

4. The Displaced Homemaker's View of Themselves and Their Needs

a) Sources

The following information was collected at the Pulling Together Workshops in six locations as a result of exercises designed to elicit specific information and brainstorming sessions during the workshops and from personal in-depth interviews with volunteer displaced homemakers. The information from these two sources are integrated in this description.

The workshops were held in Fort Wayne, Vincennes, Hammond, Indianapolis, Bloomington, and Bluffton. Women's responses in the sessions were tallied by location. The comments included in this report have been made by participants in at least three locations. Therefore the responses can be considered consistent across the state.

Participants of Pulling Together Workshops

Bloomington	3	Hammond	26
Bluffton	10	Indianapolis	15
Fort Wayne	12	Vincennes	10
		TOTAL	76

Individual in-depth interviews were usually held immediately after the workshop with women who volunteered for the interview. The following chart lists the number of displaced homemakers interviewed at each site.

Interviews for Displaced Homemakers

Bloomington	4	Hammond	11
Bluffton	2	Indianapolis	6
Fort Wayne	11	Vincennes	3
		TOTAL	49

It should be noted that the Displaced Homemaker's Research Project was funded by CETA, the displaced homemakers who attended the workshop were invited by CETA agencies and/or women's programs. Therefore the results may be biased in favor of (or against) these agencies and this economic class. Because of the large number of interviewees who came from Fort Wayne, the results may be skewed in that direction. Such skewing is noted where obvious.

Responses in this description are listed in order of the number of responses. The responses included have always been stated by at least one displaced homemaker in each of three areas. Percentages do not add up to 100% because an individual/group could provide one or more responses.

b) The Displaced Homemaker at Present

Most displaced homemakers at all workshop sites recognized that they wanted to please both themselves and their families. Most felt that they also had to please their employers and their friends/boyfriends.

A vast majority (63%) expressed negative feelings concerning their present situation. The numerous and varied responses were categorized into the following groupings: worried (20%), confused (16%) and lost/insecure (10%).

The positive feelings were categorized as such: excited (12%) and happy (10%). The interview responses indicated that 63% felt hurt, angry or scared with regard to their change of marital status. Ten percent indicated that they felt a sense of relief. These findings corresponded to analysis of demographic data in which the displaced homemakers also expressed problems in psychologically adjusting to their new situations.

The interviewees stated that what they needed most of all right at the present time was a job (69%). They also indicated that they needed money (47%), advice/counseling (20%), work history/training (14%), transportation (10%) and a sense of security (10%). Accordingly they listed getting a good job (41%) as their most immediate priority. Others wanted to go to school (14%) or obtain a job in a given area (12%).

c) How The Displaced Homemakers Handled Their Crises

The interview questions probed how the displaced homemakers handled their situations and where they turned for help.

Immediately after the women's marital status changed, they experienced deep emotional feelings. The strongest of these feelings were negative feelings toward their husband, as expressed by 24% of the interviewees. Twenty percent also expressed the feeling that they were alone with nowhere to go and 20% hurt, anger and fear. Eighty-six percent of the displaced homemakers expressed negative feelings while only 14% expressed positive feelings.

When these women were faced by personal crises, they turned to friends (29%), relatives (sister, son, daughter) (24%), no one (16%), and parents (14%). Interviewees indicated when they turned to agencies for help they relied on CETA (39%), Federal Welfare programs (33%), women's programs/ organizations (31%), Indiana Employment Security Division (20%), no agency (20%), and the Mental Health Center (12%).

When asked who helped them the most, the displaced homemakers indicated this list: friends (24%), family (20%), women's organizations (20%) (Fort Wayne skewing), CETA (12%) and themselves (8%). The greatest support they received from any of these sources was support or just being there (31%). They were also helped financially (10%), through therapy (8%), by getting them a job (8%) and by helping them become self-reliant (8%).

The displaced homemakers indicated that the decision that they needed outside help was mostly based on the fact that they needed money (20%). Other reasons for looking for help were: the responsibility of family and children (12%), wasn't making it on their own (10%), being under a lot of pressure (10%), and being alone (8%).

Thirty-seven per cent of the interviewees indicated that they sought help within one month after their situation changed and (20%) sought help between four months and one year. Another 14% sought help from one to three years later. Eight per cent began looking for help before the divorce or death of their spouse.

The displaced homemakers who were interviewed agreed that the first place they would send a displaced homemaker is a women's program (63%). This number may be skewed by the large number of Fort Wayne Women's Bureau clients who were interviewed. However even subtracting the 23 Fort Wayne interviewees, a sizeable number of women (24%) supported the women's programs as the best agency for a referral. Of the remaining agencies, the women felt they would recommend CETA (20%), Indiana Employment Security Division (8%) and Mental Health (8%). Twenty-one women (43%) said they utilized the agency they recommended, eight (16%) did not use this agency and 23% did not respond.

If a new displaced homemaker were looking for work, the interviewees stated that they would recommend that they seek help from the following agencies: CETA (53%), Indiana Employment Service Division (43%), and women's programs (33%). If a person wanted information about jobs and careers, they would suggest that they consult the newspaper (53%), personal acquaintances (45%), CETA (29%) and women's programs (29%).

The interviewees stated that their advice to new displaced homemakers would be to talk to someone and not try to handle it alone (35%), go to a women's program (20%), and to hang in there and keep their chins up (20%).

In the workshop brainstorming sessions, the displaced homemakers asked what they would ideally like. A variety of answers resulted which can be categorized in the following manner: Financial security (24%), improved self-concept (16%), a job (10%), satisfaction/happiness (10%), independence (8%), and the ability to give and receive support (6%).

Women at all workshop sites indicated that they would be willing to go back to school and to work hard in order to achieve their goal. They also indicated that they were willing to take some risks in order to get what they want.

The women faced their problems realistically. Their greatest immediate need in order to reach their goals was personal improvement (33%). More specifically, they felt that they needed referral services (12%), supportive services (12%), job seeking skills (10%), support systems (8%), self-esteem (6%), and job insurance (6%).

The displaced homemakers also indicated in their personal interviews that the barriers to getting what they want were inexperience and lack of training (29%), income or money (25%), lack of self-confidence (10%), and their family (8%).

d) Model Program and Services for Displaced Homemakers

The workshop provided an opportunity for the displaced homemakers in attendance to tell the service providers what they envisioned as the key elements in a program for displaced homemakers. They felt that the most important elements were: supportive services, job readiness, skills training, personal and job counseling, life and survival skills, group sessions, on-the-job training, information, and financial aid.

They felt that recruitment should come mainly from referrals from CETA, Employment Service, Welfare, Mental Health Center, WIC, WIN, and other social service agencies, churches, Legal Services Organization, community organizations, trustees, the Housing Authority, and women's organizations.

e) Summary

As a result of the sessions in the Pulling Together workshops and the in-depth personal interviews, the displaced homemakers indicated that:

- Their most debilitating problem is dealing with the emotional trauma resulting from their change in marital status.

- Their most important need is a job (money) and the means to get it.

- They relied heavily on personal friends or family for immediate support.

- When they sought outside help, the agencies they relied on were CETA, Welfare Programs, women's programs, Indiana Employment Security Division and the Mental Health Center, in that order.

- Their major goals are financial security and improved self-concept.

- They are willing to work hard for the personal improvement they identified as the way to meet their goals.

5. Program Component/Activities Important to Displaced Homemakers

The displaced homemakers indicated on the Demographic Forms the program components/activities which they considered important. The following is a rank ordering of these program components and activities. The participants in the workshops could answer more than one component.

1) I need to know what kinds of jobs are available.

2) I would like to assess my skills and match them up with a job.

3) I would like to feel better about myself.

4) I would like to learn to take charge of my life and act more assertively.

5) I would like to learn to search for a job and plan for a future career.

6) I want to meet other women who are or have been in similar postitions.

7) I would like to be refered to a school or job training.

8) I would like to know where to go for help.

9) I need to get work as soon as possible.

10) I would like to learn to cope with stress.

11) I would like to learn resume and job interview techniques.

12) I would like some personal counseling.

13) I would like to get health care information.

14) I need legal advice.

This result corroborated earlier findings that displaced homemakers feel that their greatest needs are jobs skills, and self-esteem.

6. Displaced Homemaker Case Studies

The following case studies of displaced homemakers were gleaned from the Registration and Demographic Forms and in-depth interviews. They are representative of a variety of typical displaced homemaker lives.

1. Gloria is a 51-year-old widow. She has never worked outside her home. She has no skills and doesn't know what she could do. She has never applied for a job.

She is ill, but not disabled, according to the Social Security Administration criteria. She has no children and is too young for Social Security benefits. She continues to live in the apartment she shared with her husband. The township trustee agreed to provide her with some temporary assistance, but he objects to her monthly rent of $155.

2. Belinda is a 38-year-old minority woman with two teen-aged children. She was married to an alcoholic who abused her but never beat the children. She stayed with him for many years and even began drinking with him hoping he would like her better. Ultimately she got the courage to divorce him.

She has a high school education and is quite attractive but has a very low self image. She is receiving Aid to Families with Dependent Children. She finally admitted to a counselor that she now has her own alcoholic problem and is afraid that her children have lost all respect for her.

She is now enrolled in a Fort Wayne Women's Bureau Displaced Homemaker Class. She says that is the first time someone has made her feel like she has some worth. She really wants to better herself now, but has recognized that she must tackle the alcohol problem first. She has a boyfriend who encourages and respects her. This is the first time in four years that she has allowed herself to trust any male.

3. Helen is 58 years old. When her husband divorced her after 34 years of marriage, he gave her the house. Her daughter and son-in-law have lived with her since her husband left her. Recently she discovered they had not paid the $115 mortgage payment for the past three months. An ex-daughter-in-law has helped her get them evicted, but since she doesn't have the money to make the payments, she will probably lose the house.

Helen is uneducated and has never worked outside the home. She is not eligible for Social Security until her 58-year-old ex-husband applies. Because he is a retired railroad worker living on a good pension, he can wait until he is 65. She is not eligible for Senior Citizen housing. Helen is really afraid to live in her own inner city house alone even if she could pay the mortgage.

4. Marietta's husband left her after 33 years of marriage with several children. She has never worked outside her home.

She and her husband were a well-to-do upper-middle class family living in expensive suburban housing in Fort Wayne. She is humiliated, confused and depressed since her separation. She doesn't believe she can do anything. She has no idea how much her living expenses in their home are because her husband has always taken care of all the bills. He has gone to a lawyer, but she doesn't think she will. He always handled things like that and she doesn't know what she'd say to a lawyer, how to find one, or how she would pay for one.

At her daughter's urging, she called the Women's Bureau. She is ashamed to tell anyone how "dumb" she is or that her husband has left her. She never thought anything like this would happen to her. Her self-esteem is as low as it can get. This woman has no idea of where to start to get her life together. She is in extreme depression.

5. Carolyn is 49 years old. Her father and ex-husband were both alcoholics. She is caring for her ex-husband's 82-year-old mother in her home and living on the Social Security benefits of this woman. Neighborhood Care is helping to pay their rent. A son has just recently come back home to live with them.

Carolyn has a 9th grade education. The only job she has ever had was a part-time one at the Census Bureau in 1980. She has poor skills and no confidence.

6. Judy, who is 43, was married her junior year in high school. Seven years ago her husband died leaving her with four children, the youngest nine years old.

She realized that if she was to do anything with the rest of her life and for her family, she had to have a high school diploma. She lives in a small Indiana town which has no GED program. Therefore she had to go back to the local high school.

After graduation Judy tried all kinds of minimum pay positions. Both of her families were very critical of her leaving her children when they were so young, but she persevered with very little support. Then she applied for a Basic Education Opportunity Grant and entered Indiana-Purdue University at Fort Wayne as a freshman.

Judy has had a long struggle. She has not yet permitted herself to feel a sense of accomplishment. She has been so soundly criticized so often that she is still feeling a great deal of guilt over trying to better herself. She is fortunate that her married daughter is finally being supportive.

GOAL 3: Assess the Effectiveness of Past Indiana Programs for Displaced Homemakers

1. Evaluate Past and Current Programs Designed for Displaced Homemakers

a) Local Social Service Agencies' Image of Displaced Homemaker Needs and Services

Representatives of community agencies which could provide services to the displaced homemakers were interviewed. The agencies included CETA organizations, Mental Health Centers, Adult Education Programs, YWCA's, Indiana State Employment Security Division, community-based organizations, and women's programs among others.

Twenty-four agencies were interviewed in the following cities:

Bloomington
Bluffton
Fort Wayne
Hammond
Indianapolis
Vincennes

The interviews in Bloomington, Vincennes, Hammond and Indianapolis were conducted in conjunction with the Pulling Together workshops. Interviews in Fort Wayne and Bluffton were conducted at a later time.

Seventy-five percent of those interviewed do not provide services specifically to the displaced homemakers. Therefore the interviews represent a cross-section of community social service programs. Their results provide a description of the level of information and interest displayed by typical social service agencies in the state of Indiana. The responses to interview questions listed are in the order of importance in the following narrative.

1) Definition of a Displaced Homemaker

Agency representatives overwhelmingly felt that the basic criteria of a displaced homemaker is the loss of the head of household whether through divorce, death, separation, or disability. This new responsibility of the financial support of the family is the attribute that makes the person identifiable as a displaced homemaker. About one-fourth of the respondents added a secondary criteria of being out of the labor market one year or more. Age and sex were not considered to be important indicators of a displaced homemaker according to the interviewees.

2) Criteria for Differentiating Displaced Homemakers From Other People (Women)

The agency representatives felt that the displaced homemakers' most immediate and intense need was that of psychological, personal and emotional support. The change in life style which the displaced homemaker is dealing with forces numerous adjustments in employment, marriage and parent/child relationships. In dealing with these emotional problems, they need support, life skills, job coping skills, a direction in life, knowledge of resources, independence, and competitiveness in addition to several other less-named skills.

In addition to their psychological needs, displaced homemakers are faced with a need for money to support themselves and their families, and the accompanying problem of lack of training and/or education. They find themselves forced into the labor market unprepared. They need the self-confidence to seek employment, ability to identify their skills, a career goal, techniques of job seeking skills, new or updated job skills, and job retention skills. While preparing themselves for a job in a training or educational program, they need immediate financial support, transportation, and child care. Respondents identified the above needs of displaced homemakers as similar to those of other clients however they felt that their needs are more intense. The lack of self-esteem is a barrier to the beginning steps of looking for a job.

The interviewees correspondingly listed the barriers of displaced homemakers to paid employment as self-esteem, marketable skills, and supportive services (transportation and child care). A fourth barrier is age and sex discrimination.

3) Agency Assistance in Breaking Down Barriers

Many of the agencies interviewed did not know the percentage of their clients who could be identified as displaced homemakers. Many do not identify groups within their total clientele or their definitions do not specifically identify displaced homemakers. Sixty-nine percent of the agencies interviewed indicated that less than 50% of their clientele were displaced homemakers.

The majority of these agencies felt that it would be very difficult to break down the barriers to employment faced by displaced homemakers. Most admitted that their agencies do not identify displaced homemakers as a priority group nor do they have the funding to do more for this group.

They stated that their agencies do a little to help the women break down the barriers by helping them become assertive enough to handle feelings and situations. However much of the success depends on the motivation and willingness of the displaced homemaker to go out and test the system. Seventy-five percent of the agencies interviewed feel that they do contribute a little to breaking down the barriers through counseling, and support, but the change needed is more complex. It is really a societal change.

In order to provide services for the displaced homemakers, agencies would not have to make any internal changes in their organization. However forty-six percent of the agencies indicated that they would need more funding and/or add new services and staff member to provide a full range of services to them.

4) Present Services for Displaced Homemakers

All of the agencies indicated that they provide referrals for displaced homemakers. Thirty-three percent provide information and/or education and another thirty-three percent provide job readiness training (including career testing and career exploration). Thirteen percent of the agencies provide work experience, counseling, supportive services, and job placement.

Fifty-four percent of the agencies indicate that they have informal referral techniques. They merely give the client the name and address of another agency. Forty-six per cent indicate that they also place a phone call to the agency to introduce the client and four actually make appointments. Twenty-one percent follow-up the referral with a call to the client while seventeen percent have the client call the agency back.

5) Linkages Established with Other Agencies Which Could Provide Help to Displaced Homemakers

Agencies listed a wide variety of other agencies with whom they have already linked or with whom they could link to provide services. The following is a summary breakdown of linkages:

	Linkages That Have Been Established	Linkages That Could Be Established
Educational Agencies		
School Systems	2	5
ABE/GED	2	2
Post-secondary schools	4	10
Career Centers	1	2
Vocational Education Institutions	3	4
Department of Public Instruction	0	1
TOTAL	12	24
Federal		
Employment and Training	12	16
Welfare	10	8
Senior Employment	1	0
TOTAL	23	22
Private Business		
Employment Agencies	2	5
State Agencies		
Employment Services	3	5
Vocational Rehabilitation	5	6
Housing Authority	1	1
Mental Health	9	11
TOTAL	18	23
Elected Officers		
Unit/Government	4	6
Community Programs		
Family Services	1	1
Community Action	1	5
Community Based Organizations	3	4
Library	1	1
TOTAL	7	12
Women's Programs		
Women's Bureau	5	6
Women's Center	0	10
Women's Programs	2	7
YWCA	0	1
TOTAL	7	24
Other		
Legal Services Organization	4	6
Churches	0	5
TOTAL	4	11

From this chart it is apparent that agencies are aware of federal and state agencies which provide appropriate services to the displaced homemaker. However the service providers who were interviewed recognize that there are many services available from educational agencies, community programs, and women's programs that have not been tapped at this point. It is important to note that these representatives are aware of other services but simply do not use them.

In general the agencies (both CETA and non-CETA) contacted do not specifically recruit displaced homemakers. Those who do recruit displaced homemakers use the same procedures in recruiting them as the rest of the population.

The agency representatives who responded to the question "Do you feel that hrough your recruitment you are able to reach the hidden population - the women who are desperate but haven't reached out for help?", indicated that they did not reach these women. One indicated that the middle class displaced homemaker (not on welfare, CETA non-eligible) are not being adequately serviced.

6) Extent of Cooperation Among Human Service Providers

Some of the agencies indicated that their communities did possess a directory of local human services agencies, however they are not all up-to-date.

In some areas there are meetings with providers of human services in the community. In many cases, though, it does not appear to be a full-fledged network.

7) Summary

The interviews with representatives from twenty-four agencies in six sites in Indiana can be summarized as follows:

- The basic criteria for the identification of a displaced homemaker is the loss of the head of the household through divorce, death, separation or disability.
- The displaced homemaker's needs are similar to those of other clients but more intense.
- The displaced homemaker's most immediate need is psychological, personal and emotional support.

- They need money and the training or education to get a job.

- The barriers to paid employment are self-esteem, marketable skills, transportation, child care needs and age and sex discrimination.

- Most of the agencies do not identify or specifically serve displaced homemakers except for referrals.

- The displaced homemakers themselves must break down the barriers to employment for themselves, a very slow process.

- All agencies link with a wide variety of agencies to provide services for displaced homemakers; there are many other agencies with whom they could link for service provision.

- Most of the agencies interviewed do not recruit displaced homemakers; those who do recruit do not feel that they reach the hidden population of displaced homemakers.

- Most agencies do not have a method of identifying displaced homemakers.

b. Description of Present Programs for Displaced Homemakers and Their Major Linkages

1) Present Program Identification

The returns from the Initial Surveys led to the identification of seven major displaced homemaker programs presently operating in Indiana. The following is a list of these programs and their funding sources:

DISPLACED HOMEMAKER PROGRAMS IN INDIANA
1980 - 1981

Location	Program	Funding Source
Bloomington	Human Resources Department City of Bloomington	IOOD
Delaware/Blackford Counties	Delaware/Blackford Displaced Homemaker Program	Delaware-Blackford Consortium
Fort Wayne Area	Fort Wayne Women's Bureau, Inc.	Fort Wayne Consortium, IOOD
Indianapolis	Women Initiating New Growth (WING)	50% SBVTE 50% IVY TECH YWCA
Lake County Area	Career Contact, Inc.	Lake County CETA
Madison County	Anderson College	Madison County ETA
New Albany	Center for Displaced Homemakers New Albany-Floyd County Consolidated School Corporation	SBVTE

(NOTE: The above list was accurate until September 30, 1981. Since that time, several changes have occured. The programs operated by the Ft. Wayne Women's Bureau, Inc. and Career Contact, Inc., have lost their funding. The funding sources of other programs have changed.)

Specific information about their programs and services can be found in the following section on the description of the linkage sites. Every attempt has been made to collect current and accurate data on all of the displaced homemaker programs presently in operation in Indiana. However, even as the data was being collected, new programs began, old contracts were de-obligated and new contracts implemented. Personnel at the agencies changed. Placement rates of on-going programs changed. The data included in this report is as up-to-date as possible as of September 30, 1981.

While all of these programs address the special problems of the displaced homemaker, each program is unique in its objectives, methodology and content. Therefore, each program is also identified as a model program.

2) Identification of Major Linkage Sites

The sites of these seven programs were also identified as the major linkage sites. The program operators, their funding agencies and other appropriate agencies in the area were interviewed to gain a comprehensive picture of displaced homemaker service provision and linkage patterns in the area.

The identified displaced homemaker program and its major linkages in each location are described by area in the following pages. In addition, a summary of the linkages including benefits to the displaced homemaker, program effectiveness, program gaps and duplications are discussed.

DISPLACED HOMEMAKER
Program and Workshop Locations

BLOOMINGTON/AREA M

The agencies contacted about displaced homemaker programs operate independently. The new displaced homemaker program of the Human Resource Department of the City of Bloomington is funded through Indiana Office of Occupational Development. Area M Occupational Development Center is funded through Title IIB by Indiana Office of Occupational Development. The displaced homemaker program of Women's Center is funded by the National Methodist Church in Bloomington and private contributions.

HUMAN RESOURCES DEPARTMENT, CITY OF BLOOMINGTON
Box 100, Municipal Building
Bloomington, IN 47401
Jan Wagner, Director
Helene Pizzini, Contact Person
812-339-2261

Current Program for Displaced Homemakers

Purpose of Program: The new displaced homemaker program has a two-fold purpose: 1) to identify displaced homemaker service providers in the Monroe County area and 2) to establish a clearinghouse for displaced homemakers and to provide some initial services.

Services Provided: The Human Resources Department will provide two services: 1) survey 60 social service agencies in Monroe County, identify the general and specific services provided to the displaced homemaker, determine what services not currently being provided could be provided, encourage the appropriate agency to provide these services and assemble a directory of displaced homemaker services in Monroe County.
2) Provide direct services to displaced homemakers (information, referral, counseling, job readiness training, direct placement)

Source of Funding: Indiana Office of Occupational Development

Length of Program: May to September 1981 (Signed off in July)

Linkages Established: Center for United Ministries, Middle Way House, Mental Health Association, Monroe County Community Action Program, South Central Mental Health Center, Women's Center, Matrix Life Line, Planned Parenthood, Public Health Nursing Association, Big Brothers/ Big Sisters, Parent's Place, Tulip Trace Council of Girl Scouts, Community Coordinated Child Care Association, Christian Center, Penny Lane Daycare, Heatherwood Daycare Center, Area M ODC, Indiana Rehabilitation Service, Indiana Employment Security Division, Department of Public Welfare, Bloomington Transit, American National Red Cross, Housing Authority, Redevelopment Department, MCCSC Adult Education, Legal Services Organization, Community Service Council, Area 10 Agency on Aging, Indiana Vocational Technical College, YWCA, Red Cross, Indiana University and Employee Assistance Organization. The HRD intends to contact 16 more agencies through the current contract.

AREA M OCCUPATIONAL DEVELOPMENT CENTER
521 West Main - Box 201
Mitchell, IN 47446
Michael Smith, Director
Dave Denny and Mary Lou Kennedy, Contact Persons
812-849-4457

Current Program for Displaced Homemakers

Purpose of Program: Within the total Occupational Development Center program, displaced homemakers are not the recipients of a special program. However, displaced homemakers are part of the target group, therefore the ODC accepts referrals from the social service agencies in Bloomington and serves them as part of the population.

Current Services for Displaced Homemakers

Description of Services: As a result of referrals from the Human Resources Department in Bloomington, the ODC provides the following services to displaced homemakers: counseling, job readiness, job coping skills, job seeking skills, assertiveness training, testing, referrals group and peer support, help in making transition from housework to paid work, job exploration and training, job development.

Actual Enrollment: 35

Source of Funding: CETA Title IIB

Eligibility Criteria: Unemployed, underemployed, economically disadvantaged.

Referral Procedures: In some cases, the Human Resources Department identifies displaced homemakers and refers them to the ODC at the appropriate agency to serve them.

Rate of Pay: $3.01 - $4.00 - 3

Typical Jobs: Clerical - 2
Factory Production - 1

Skill Level of Jobs: Unskilled - 1
Semi-skilled - 2

WOMEN'S CENTER
2120 North Fee Lane
Bloomington, IN 47401
Mary Alice Veal, Director
Mary Alice Veal, Contact Person
812-339-3843

Current Services for Displaced Homemakers

Description of Services: 1) Two six-week programs (6-8 hrs./wk.) utilizing representatives from agencies/businesses to talk on different topics (wk. 1 - Self-image; wk. 2 Feelings/Emotions; wk. 3 - Locus of Control; wk. 4 - Money; wk. 5 - Career Assessment; wk. 6 - Mock Job Interviews).
2) Career counseling, support group.

Planned Enrollment: 30 in first part of program.

Actual Enrollment: 22

Source of Funding: National Methodist Church, Bloomington, IN

Eligibility Criteria: None, available to all interested women.

Linkages Established: Middle Way House, Indiana University Continuing Education and Scholarship and Financial Aid, Planned Parenthood, Monroe Library, Community Action Program, private attorney, State Department of Mental Health, Women's Association of First Presbyterian Church, Unitarian Universalist Church, I.U. Office of Women's Affairs, NOW, Newsletter on Status of Women, Family Services Association.

SUMMARY: Bloomington/Area M

Linkage: In 1980 the Human Resources Department of the City of Bloomington and the Area M Occupational Development Center were mandated by an Indiana Office of Occupational Development contract to establish linkages in Bloomington with the service community. In addition, social service agencies have established a forum which continues to hold regular meetings for information sharing. The effect of this network is evidenced through the multiplicity of linkages in Bloomington. This network has helped each agency identify its potential service delivery and has begun to eliminate duplication of services. The agencies are also beginning to understand better what each agency can provide and the network of linkages seems to be expanding. As an example of increased linkages, the new contract held by the Human Resources Department is designed to increase and expand these linkages and to formalize them.

Benefits of Linkage: The ODC and the Human Resources Department consider each other the agency that they work with most closely and have established formal linkages for reciprocal services. In this relationship, the ODC provides clients with job readiness, job training skills, referral payment for training and education, and job placement. The HRD maintains a close link with the community. It also group as a source of referrals for the ODC. The linkages developed by the Women's Center appear to be more informal having been started from a personal basis rather than purely agency to agency. Because the linkages are on a person-to-person basis, displaced homemakers are often referred to an individual who has already been identified as someone able and willing to help.

Duplication of Services: Initially the agencies contacted did not feel that there was any duplication of services (except possibly for counseling), however, duplication did appear to exist when the displaced homemaker is being provided for as part of several populations. The formal network that has been established is helping to decrease the duplication of services while increasing the full utilization of existing services.

Service Delivery Gaps: Service delivery gaps exist in the area because there are few programs especially for the displaced homemaker. They exist in the area of legal services, financial help, child care, transportation. Job development, job readiness and skill training are provided by the ODC, but these are available only to CETA-eligible individuals.

Therefore, some service gaps do exist - with greater gaps to those who are not CETA eligible. The restrictive CETA guidelines limit the number of eligible recipients. Other service agencies need to provide those services for those who are not CETA eligible.

Effectiveness of Services Provided:

The ODC is providing effective services for those displaced homemakers who qualify for CETA, but many displaced homemakers do not get into the system.

DELAWARE AND BLACKFORD COUNTIES

The Displaced Homemaker Program for Delaware and Blackford counties was originally operated as a subgrantee of the Delaware/Blackford Consortium. In June 1981 the program was brought in-house.

DELAWARE-BLACKFORD CETA CONSORTIUM
114 W. Washington
Muncie, Indiana 47305
Danny Taylor, Director
Contact Persons: Libby Roth and J. Vanderende
317-747-8141

Current Program for Displaced Homemakers

Purpose of Program: The displaced homemaker program is currently operated in-house as a special program for the target group.

Source of Funding: CETA Title IIB

Current Services for Displaced Homemakers

Services Provided:
1) During displaced homemaker program, eligibility, assessment, identification as displaced homemakers, team assessment, testing, supportive services and monitoring in the displaced homemaker program.
2) After the displaced homemaker program, GED preparation, classroom training, vocational education, (non-traditional job support), work experience, OJT, Action for Career Employment (self-directed placement), Private Industry Council (job developers).

Source of Funding: CETA Title IIB

Recruitment: Typical CETA recruitment techniques

Actual Enrollment: 18

Eligibility Criteria: Unemployed, underemployed, economically disadvantaged

Referral Procedures: Counselor refer appropriate clients to displaced homemaker staff.

Placement Rate: Of Session I participants, 5 of 7 placed 71%

Average Rate of Pay: Confidential information

Typical Jobs: Of first session participants -
Clerical 1
Sales 2
Other helping professions 1
Non-traditional 1

Skill Level of Jobs: Unskilled 1 Semi-skilled 4

DISPLACED HOMEMAKER PROGRAM
DELAWARE-BLACKFORD CONSORTIUM
115 South Walnut
Muncie, IN 47305
Sondra Ratcliffe, Project Director
Diane Swift, Contact Person
317-747-8141

Current Program for Displaced Homemakers

Purpose of Program:	To have the displaced homemakers ready for employment and/or further training and development of positive self-concept upon completion of the program.
Services Provided:	Training (four components) 1) Self-development 2) Daily Living Skills 3) Career Assessment 4) Job Seeking/Keeping Skills Personal Counseling Career Counseling Referrals to other agencies for CETA non-eligible Displaced homemakers spend approximately 17 weeks in the displaced homemaker program preparing for a job or training with no skill development. Then they move into other CETA components.
Source of Funding:	Delaware-Blackford Consortium - Title IIB
Recruitment:	The displaced homemaker program actively recruited participants through brochures, fliers, and newspaper advertising and by working with the CETA staff and linkages with community service organizations
Planned Enrollment:	60 (10/1/81 - 9/30/82)
Actual Enrollment:	18 in 2 sessions
Eligibility Criteria:	U.S. Department of Labor definition of displaced homemaker and Title IIB criteria. Recommended to displaced homemaker program by CETA counselor, then interviewed by the displaced homemaker staff member to determine if they fit the displaced homemaker definition and have an eighth grade educational level.
Length of Program:	October 1, 1980 - September 30, 1981 Refunded for six 5-week sessions 10/1/81 to 9/30/82

Linkages Established:

Ivy Tech, ABE and Adult Vocational School, (Muncie Area Career Center) Muncie Community Schools, A Better Way, Department of Public Welfare, Ball State University, Counseling Practicum Clinic, Crisis Intervention Center, Salvation Army, BSU School of Continuing Education, Alone and Alive, Christian Singles, Parents Without Partners, Separated-Divorced-Remarried Catholics, Widowed Persons Service, Open Door Community Services, New Day. Comprehensive Mental Health Services, Ball Memorial Hospital, Huffer Day Care Center, Human Performance Lab - Ball State University, Delaware County Extension, Indiana Business College, Legal Services Organization, Muncie Public Library, YWCA, Altrusa Club, Minnetrista Center, Muncie Neighborhood Associations, American Business Women's Associations, Business and Professional Women of Muncie, National Organization of Women (Muncie Chapter), United Way, Area VI on Aging.

SUMMARY: Delaware and Blackford Counties

Linkages: A displaced homemaker program was established in Muncie in response to an RFP issued by Delaware-Blackford Consortium. The program began as a subcontract, but within six months was brought in-house.

Benefits of Linkage: The displaced homemaker program serves the target population in a way no other organization could. The displaced homemakers benefit greatly from the direct link into services CETA provides: initial assessment, testing, supportive services, counseling, skills training and all the others.

Duplication of Services: The displaced homemaker program funded by the Delaware-Blackford Consortium is the only full service training program in the area. The Altrussa Club and the YWCA provide other services specifically for displaced homemakers and many other organizations include displaced homemakers in the services provided for women or the general public.

Service Delivery Gaps: The needs of displaced homemakers in Delaware and Blackford counties seem to be:

1) More development of technical skills, especially in non-traditional areas.
2) Possibly more child care.
3) Ability of a CETA program to make more referrals for persons who are not CETA eligible.
4) Directory of displaced homemaker programs/ services for referrals of people from other areas of the state.

Effectiveness of Services Provided for Displaced Homemakers:

The service provided for displaced homemakers is very successful in reaching the target population who are CETA eligible as evidenced by a 70% completion rate in the first session. However, the number of displaced homemakers who have not been reached is not known nor is the number of CETA non-eligibles who are in need of services.

FORT WAYNE AREA

Initially the Displaced Homemaker Program was subcontracted to the Fort Wayne Women's Bureau, Inc., by the Fort Wayne Area Consortium.

When CETA Title IID funding ended, the services were continued by the Women's Bureau through a contract from the Statewide Services Division of the Indiana Office of Occupational Development.

FORT WAYNE AREA CONSORTIUM
203 West Wayne Street
Fort Wayne, Indiana 46802
Joseph Daniel, Director
Pam Anderson, Contact Person
219-423-7024

Current Program for Displaced Homemakers

Purpose of Program:	The program was subcontracted to Fort Wayne Women's Bureau, Inc.,
Source of Funding:	CETA Title IID
Planned Enrollment:	70
Actual Enrollment:	17 (FWWB)
Eligibility Criteria:	1) Unemployed at least 15 of the previous 20 weeks and economically disadvantaged. 2) Or in a family receiving AFDC or SSI benefits.
Length of Program:	Funding was scheduled through September 1981 but the contract was terminated in May due to a lack of funds.
Linkages Established:	The program has contracted with the Fort Wayne Women's Bureau, Inc. Other linkages include local community based organization, educational and social agencies.
Other Information:	175-200 participants currently in the CETA program were identified as potential displaced homemakers for this program.

FORT WAYNE WOMEN'S BUREAU, INC.
203 West Wayne Street
Fort Wayne, Indiana 46807
Harriet Miller, Director
Contact Person: Jeanne Harber Porter,
Displaced Homemaker Project Coordinator
219-424-7977

Current Program for Displaced Homemakers

Purpose of Program:	To identify and increase job skills or employment experiences needed by displaced homemakers and to increase their employment opportunities.
Services Provided:	A seven-week comprehensive training program which includes self-assessment, skills assessment, development of communication and assertiveness skills, job readiness, self-directed search and placement, some skills training, counseling and referral, 90-day follow-up for participants and for placements, monthly support group, mentor system, and Employment Specialist who locates jobs for women.
Source of Funding:	Contract originally through Fort Wayne Area Consortium, Indiana Office of Occupational Development initiated a contract to continue services terminated by Fort Wayne Area Consortium.
Recruitment:	Fort Wayne Women's Bureau actively recruited participants through media announcements, and fliers in 5000 AFDC checks, brochures to all social service agencies, and educational institutions. Prospective clients were referred to Fort Wayne Area Consortium while under that contract; Fort Wayne Women's Bureau does intake under IOOD contract.
Planned Enrollment:	50-80 from February 23 through December 31, 1981.
Actual Enrollment:	54, February through September (5 sessions)
Eligibility Criteria:	Economically disadvantaged, unemployed (CETA guidelines)
Length of Program:	February 23, 1981 through September 30, 1981
Linkages Established:	CETA, Indiana Vocational Rehabilitation, Urban League, Fort Wayne Community Schools, IVY Tech, Mental Health Center, United Way, Allen County Welfare Department, IU-PU (Women's Studies), Fort Wayne Feminist, Credit Counseling Services, Fort Wayne Clearing House, City of Fort Wayne, Labor Unions, Chamber of Commerce, local business

and industry, YWCA, Planned Parenthood Allen County Library, Credit Bureau, Allen County Extension Services, MacMillan Health Center, Hope Alive, Kelly Services, General Telephone, Lincoln National Life Insurance Co., North American Van Lines, Mental Health Association, Employment Security, Wayne Township Trustee, Senior Citizen Center.

Placement Rate: 29%

Average Rate of Pay:
$3.01 - 4.00 - 11
$4.01 - 5.00 - 1
$5.01 and above - 3

Typical Jobs:
Clerical - 3
Sales - 1
Medical - 3
Other helping professions - 3
Management - 1
Non-traditional - 3
Factory - 1

Skill Levels:
Unskilled - 1
Semi-skilled - 12
Skilled - 2

Current Other Services for Displaced Homemakers

1. Description of Services: Peer counseling (one-on-one counseling: employment, education, family, health, legal rights, credit, general information)

Number of Clients Being Served: 200 per month

Source of Funding: Public support

2. Description of Services: Workshops, seminars, classes (focus varies)

Actual Enrollment: Approximately 200 women including a large percent of displaced homemakers.

Source of Funding: Participant fees

Eligibility Criteria: none

Referral Procedures: PWWB newsletter, Public Service Announcements, word of mouth

3. Description of Services: Nontraditional career counseling

Actual Enrollment: approximately 25

Source of Funding: Public support

4. Description of Services: Career Doors, a documentary motivational presentation to help adult education students to develop connections between vocational education and employment planning.

Actual Enrollment: N/A

Source of Funding: Indiana Department of Public Instruction, Adult Education

Summary:	Fort Wayne Area Consortium
Linkage:	Fort Wayne Area Consortium and the Fort Wayne Women's Bureau share a common mandate to serve displaced homemakers. The CETA agency issued a request for proposals for a displaced homemaker program and competitively awarded the contract to the Fort Wayne Women's Bureau.
Benefits of Linkage:	The Fort Wayne Women's Bureau provides the only and best training in Fort Wayne for displaced homemakers. Clients learn about the services of many agencies. CETA provides the clients and funds; monitoring of the clients' progress but no technical assistance, and additional help for the clients. The displaced homemakers receive training from the only service in Fort Wayne to consider their needs seriously.
Duplication of Services:	The Fort Wayne Women's Bureau through the contract provided by the Fort Wayne Area Consortium provides the comprehensive service for displaced homemakers in Fort Wayne. Most of the other organizations do provide some services for displaced homemakers on an individual basis. The Fort Wayne Women's Bureau receives referrals concerning displaced homemakers from these organizations.
Delivery Gaps:	Most displaced homemaker needs are being filled. The spokesperson for the Fort Wayne Area Consortium felt possibly more follow-up was needed but wasn't sure how much follow-up was currently being done by the Women's Bureau.
Effectiveness of Service:	When the Fort Wayne Consortium had a Displaced Homemaker Program, it was effective. Without a specific program, however, it is more advantageous to contract the services out if such a program does not exist.

CITY OF INDIANAPOLIS

The Division of Employment and Training does not provide a specific program for displaced homemakers, however it funds Non-traditional Employment Outreach (NEO) through a contract with the YWCA. Women Initiating New Growth (WING) is funded by State Board of Vocational and Technical Education with matching funds being provided by Indiana Vocational Technical College. In addition, IVY Tech homemakers. The YWCA also provides support groups for interested women. The Julian Center works with NEO and the YWCA and refers participants to WING.

DIVISION OF EMPLOYMENT AND TRAINING
Union Title Building - Suite 514
155 East Market Street
Indianapolis, Indiana 46204
Harry McFarland, Director
Harry McFarland and Brad Altevort, Contact Persons
317-633-6171

Current Services for Displaced Homemakers

Description of Services: (For the population)

Prevocational training in the area of basic education, vocational training, work experience, on-the-job training, and self-directed job search.

Actual Enrollment: Approximately 200 of the client load are likely to be displaced homemakers

Source of Funding: CETA Title IIB

Other Information: DET contracts with the YWCA for the funding of NEO, a program which confirms women's interest in and trains women, including displaced homemakers, to enter non-traditional employment.

JULIAN CENTER
1100 West 42nd Street
Indianapolis, IN 46208
Kathy Tyler Scott, Executive Director
317-923-9919

Current Services for Displaced Homemakers

Purpose: The Julian Center is a counseling center for women who are in major transitions and crisis in their lives. The Center enables women to value and affirm themselves, take responsibility for their choices, and improve their lives emotionally, physically, spiritually, and economically. The displaced homemaker workshop introduce participants to Julian Center and its services.

Services Provided: A one-day workshop focusing on services available at the Julian Center.

Counselors meet with each person individually to determine the appropriateness of other services.

Source of Funding: Initially Lilly Endowment. Presently United Way, Episcopal Diocese, churches, private foundations and grants.

Eligibility Criteria: Women (or men) over 18

Length of Program: 1 day scheduled at different times and day 4 times a year.

Linkages Established: Primarily WING, NEO, YWCA, Department of Vocational Rehabilitation.

Job Placement: Refer clients to WING for placement.

Other Current Services for Displaced Homemakers:

Description of Services: (for total population including displaced homemakers)

1) Individualized counseling (including family)
2) Skills oriented workshop (18 hours a week for 6 weeks) - life skills, self-esteem, assertiveness, lifelong planning, stress management, parenting
3) Support groups (continuous)
4) Advocacy
5) Future - Shelter for battered women, Sojourner

Counselors determine needs in reference to above services.

Services Provide:

1. Individualized Intake and Evaluation
2. Skillbuilding Groups such as Self Esteem, Career Planning (skill assessment, resume writing and job search), Becoming a Separate Person, Single Parenting, Assertiveness

Training, Stress Management, and Goal Setting and Decision-making.

3. Ongoing Support Groups - to provide support for women making major changes and to reinforce progress made.
4. Advocacy - education of community regarding issues of the Displaced Homemaker; support legislation and establishment of programs.

Source of Funding: United Way, Episcopal Diocese, churches, private foundations and grants.

Actual Enrollment: 1980 - 235
1981 - 300

WOMEN INITIATING NEW GROWTH (WING)
1315 East Washington Street
Indianapolis, IN 46202
Mary Jo Dorr, Director
Elaine Pilbrow, Contact Person
317-632-WING

Current Program for Displaced Homemakers

Purpose of Program: To find and serve displaced homemakers in Indianapolis and surrounding counties comprehensively with heavy focus on employment and vocational training needs.

Services Provided: Career development, referral counseling, personal counseling, job development, job placement, peer support groups and workshops, academic counseling and support, special support services.

Source of Funding: Matching grant
50% State Board of Vocational and Technical Education
50% Indiana Vocational Technical College in cooperation with YWCA

Recruitment: WING actively recruits through personal contact with lawyers, family judges, church groups, Julian Center, YWCA, Indiana University, newspapters, word of mouth fliers.

Planned Enrollment: 50

Actual Enrollment: 57

Eligibility Criteria:
1. A person who has been a homemaker but now because of separation, divorce, or widowhood must seek employment.
2. A person who is single head of household and who lacks adequate job skills.
3. Current homemaker and part-time worker who wishes full-time work.
4. A person who wishes to seek employment considered non-traditional for your sex.

Length of Program: 8 months

Linkages Established: Julian Center, IUPUI Women's Center, YWCA, Division of Employment and Training, Vocational Rehabilitation, Goodwill, St. Vincent's Hospital, Indiana Health Careers, Mental Health, Welfare/WIN, Training Inc., HELP line, Buchanan Counseling Center, Ft. Wayne Women's Bureau, Vocational Technical Education (Washington, D.C.), THEOS, Indianapolis Bar Association Lawyers, Displaced Homemakers Network (Washington, D.C.)

Placement Rate:	37% WING
Rate of Pay:	$3.01 - 4.00 - 16 $4.01 - 5.00 - 2 $5.01 and above - 3
Typical Jobs:	Clerical - 6 Sales - 2 Medical - 1 Helping Professional - 5 Management - 2 Non-traditional - 4 Janitorial - 1
Skill Level:	Unskilled - 2 Semi-skilled - 7 Skilled - 6 Technical - 2 Professional - 4

Current Services for Displaced Homemakers

Description of Services:	Personal and vocational counseling, referrals, support groups, job-seeking workshops, testing and evaluation, career exploration, non-traditional job counseling, development, placement, traditional job development and placement.
Actual Enrollment:	57
Source of Funding:	SBVTE and Ivy Tech
Eligibility Criteria:	By meeting one of the four definitions of a displaced homemaker.
Referral Procedures:	By calling WING

YOUNG WOMEN'S CHRISTIAN ASSOCIATION
Indianapolis, IN
Nellie Gustafson, Director
Alice Schnur, Contact person
317-299-2750

Current Services for Displaced Homemakers

Description of Services: Weekly support groups

Under contract with WING the YWCA provides:
7 workshops
1 Self-esteem
2 Stess Management
3 Brown bag meetings to be held in shopping centers in 7 surrounding counties and downtown Indianapolis. These sessions may offer job hunting skills, self-awareness, interview skills, talk (anxiety, stress, etc.), counseling, job development

Actual Enrollment:

Source of Funding: WING - Ivy Tech and SBVTE, United Way/donations

Eligibility Criteria:

Recruitment: For support group:
1) Informational meetings
2) Word-of-mouth
3) Referrals (some from network of displaced homemakers)
For WING:
1) meeting with groups (lawyers, undertakers, etc.)
2) media
3) Word-of-mouth

Linkages Established: Ivy Tech, WING, Julian Center, Catholic Social Services, Mental Health Agencie, ABE, Midtown Mental Health, Parent-Child Development Center, NEO, Indiana Health Careers, Inc.

Job Placement: Refer clients to WING for placement.

Current Services for All Women

Description of Services: 1) Workshops and seminars, counseling to assess interests, skills, and abilities, develop career goals and plan job readiness and job-seeking, testing and assessment. Workshops, classes and support groups are held in the areas of assertiveness, self-esteem, financial

	management, stress, weight control, health and physical fitness, displaced homemakers, senior citizens, and more.
Actual Enrollment:	16 in support groups Counseling
Source of Funding:	United Way
Eligibility Criteria:	None
Referral Procedures:	Referrals from Help Line, and other organizations, and self-referral.

NON-TRADITIONAL EMPLOYMENT OUTREACH (NEO)
YWCA of Indianapolis
919 N. Delaware
Indianapolis, IN 46254
Rosalie Kelly, Program Director and Contact Person
371-636-JOBS

Current Program Information for Displaced Homemakers

Purpose of Program:	To teach women about non-traditional jobs in a program
Services Provided:	12-week non-traditional job training program; offers career exploration and personal growth, physical fitness training, math, and hands-on tool experience. A job developer makes placements in non-traditional and traditional; and provides counseling, esteem building and support groups.
Source of Funding:	CETA - Division of Employment and Training Title IIB (CETA)
Recruitment:	NEO (YWCA) actively recruited participants through want ads, recruitment brochures, referrals from social service agencies, and informative weekly orientation sessions. The program relied on referrals from Flanner House and the Women's Prison. They experienced difficulty recruiting participants because the women didn't understand what non-traditional jobs are or didn't believe they could such jobs since role models are not readily available.
Planned Enrollment:	70 women
Eligibility Criteria:	Unemployed, underemployed, economically disadvantaged
Length of Program:	1 year, January 1, 1981 to December 31, 1981
Linkages Established:	Works closely with labor, unions, government and education; examples are Ivy Tech, construction unions, Human Rights Commission, DPI, Indiana Laborors Training Trust Fund, Women's Agenda for Action, Indiana Highway Commission, Bureau of Apprenticeship and Training, Urban League, Christmore House, Flanner House, OFCCP, IU-PUI Women's Center, Council on Aging, United NW Neighborhood Association, Indianapolis Alliance for Jobs. Also works with Building Trades Affirmative Action Outreach Component of Indianapolis Plan to help women be trained as apprentices. At the beginning of the program a volunteer worked fulltime to establish these linkages. Now it is merely a matter of maintenance.

Placement Rate:	Almost half of the enrollees were displaced homemakers. 25 of 37 displaced homemakers who completed the program have found jobs for placement rate of 68%. The remaining 12 participants returned to school or training.
Rate of Pay:	$3.01 - $4.00 - 9 $4.01 - $5.00 - 8 $5.01 and above - 8
Typical jobs:	Clerical - 1 Sales - 1 Helping professions (other than child care or medical) - 3 Non-traditional - 14 Other - 6
Skill Level:	Unskilled - 8 Semi-skilled - 11 Skilled - 4 Technical - 1 Professional - 1

Summary: City of Indianapolis/Marion County

Linkage: Division of Employment and Training funds NEO (Non-Traditional Employment Outreach) but does not link with other agencies for specific displaced homemaker services.

The other three services providers are linked. The Julian Center and the YWCA refer participants to WING for placement services. The YWCA, NEO, Julian Center and other agencies met as a Task Force to establish the forthcoming shelter for battered women.

Benefits of Linkages: The YWCA/NEO and WING have mutual referral systems. YWCA also refers to the Julian Center. Because of this mutual interdependence, the displaced homemakers have many alternatives for free services, more comprehensive service, home services provided by people with expertise, and increase a support base. The services provided complement each other and help prepare participants to take full advantage of the services.

NEO in its relationship to its funding source, DET, helps that agency meet its affirmative action goals while allowing the participant to receive wages and training from DET and support through the YWCA.

Duplication of Services: Because of large numbers of displaced homemakers in a city the size of Indianapolis, quantitatively there is no duplication of services. There are many services helpful to the displaced homemakers but not designed specifically for them. However the services are scattered and hard for the interested person to find.

Service Delivery Gaps: Indianapolis has two programs which focus on employment in WING and NEO. The greatest service delivery gaps seems to be an organized displaced homemaker program which specifically meets the emotional and self-concept needs of the displaced homemaker. Such a program(s) should also have the mechanism to identify and refer displaced homemakers not in need of the support system to other employment- centered programs. More services should be provided for displaced homemakers who are not CETA eligible.

Effectiveness of Services: Service providers in Indianapolis feel that the Division of Employment and Training is not addressing the issue of the displaced homemaker because the displaced homemakers are a prime concern. CETA's economic eligibility also eliminates large numbers of displaced homemakers. Some individuals feel that the staff is insensitive to or unaware of the needs of the displaced homemakers.

The YWCA and DET serve the non-traditional employment needs of women including displaced homemakers well through NEO.

WING and the Julian Center is still getting their programs/services off the ground. It is too early to judge their effectiveness.

Indianapolis seems to be just now addressing the needs of this target group.

LAKE COUNTY AREA

The Displaced Homemaker Program is provided by Career Contact, Inc., a private consulting firm in Lake and Porter counties through a contract with the Lake County CETA Office.

LAKE COUNTY CETA
138 South Main Street
Crown Point, IN 46307
Saranetta Lang-Lampkin, Director
Gary Culp, Contact Person
219-663-3011

Current Program for Displaced Homemakers

Purpose of Program:	To help displaced homemakers become job ready and to place them into jobs, through a contract with Career Contact, Inc.
Source of Funding:	CETA Title IIB, IID, VI
Eligibility Criteria:	CETA eligibility

Current Services for Displaced Homemakers

Services Provided:	Training program, work experience
Source of Funding:	CETA Title IIB, IID, and VI
Recruitment:	None, walk-in
Planned Enrollment:	108
Actual Enrollment:	Approximately 130
Referral Procedures:	Appropriate clients are identified and referred to Career Contact, Inc.
Job Placement:	Completed by Career Contact, Inc.

CAREER CONTACT, INC.
300 Main Street
Hobart, Indiana 46342
Patricia Riggs, Director
Marian Roser, Contact Person
219-942-7778

Current Program for Displaced Homemakers

Purpose of Program:	To help the displaced homemakers become job ready
Services Provided:	Job readiness (2 weeks); motivation, resumes, interviews, budgeting, self-confidence, assessment, work hierarchy, appearance. Counseling, Referrals
Source of Funding:	Lake County CETA Title IIB, IID, VI
Recruitment:	Lake County CETA recruits, intakes and referrals
Actual Enrollment:	77
Eligibility Criteria:	For specific CETA program
Length of Program:	October 1, 1980 to September 30, 1981
Linkages Established:	Shelter for Abused Women (1) Caring Place (2) Haven House. Ivy Tech, IU Northwest, Vocational Rehabilitation, DET, Employment Agencies in Lake and Porter counties, Mental Health, Planned Parenthood
Job Placement:	Career Contact, inc., contracted with an employment agency for placement during the first half of of the contract. Career Contact is presently placing clients directly.
Placement Rate:	36% of those job ready, 20 no longer in job-seeking due to change in location or marital status.
Average Rate of Pay:	Range $3.35 - $20.00 per hour Average $5.54 per hour
Typical Jobs:	Clerical (10), sales (1), social service (7), non-traditional (1), other (5)
Skill Level of Jobs:	Unskilled 7 Semi-skilled 10 Skilled 5 Technical 2 Professional 0

Summary: Lake County Area

Linkage: Lake County CETA funds the Career Contact displaced homemaker program and refer clients to the program.

Benefits of Linkages: The displaced homemakers benefit from this linkage because it is a service set up specifically for them to meet their unique needs. It provides the counseling many of them need and it helps them gain respect for themselves.

Duplication of Service: Interviewees did not identify any service duplications for displaced homemakers in the area. Other agencies such as Welfare, Consumer Credit Bureau, and Shelters for Battered Women do provide services for displaced homemakers as part of the population but no one else provides services specifically for displaced homemakers.

Service Delivery Gaps: The Lake County area needs more services for displaced homemakers. An assessment of services in the area should be completed and linkages developed among the service providers. More services are needed for displaced homemakers under 55 years of age and those who are not CETA eligible. These groups need support, life and job readiness training, and job skills training.

Effectiveness of Services: The Lake County CETA has identified the need of displaced homemakers and provided them with interim jobs and money. An effective assessment is needed so that displaced homemakers won't be misplaced in jobs.

Madison County

The Madison County Employment and Training Administration subcontracts with Anderson College for its displaced homemakers program.

MADISON COUNTY EMPLOYMENT AND TRAINING ADMINISTRATION
1106 Meridian Plaza
P.O. Box 149
Anderson, Indiana 46015
Marc Scharnowske, Director
Rex Williamson, Contact Person
317-649-7330

Current Program for Displaced Homemakers

Purpose of Program: To prepare displaced homemakers to enter the work force through a contract with Anderson College.

Source of Funding: CETA Title IIB, Title VII in 1981

Current Services for Displaced Homemakers

Services Provided: Intake assessment, career exploration, job readiness, vocational education, GED preparation, on-the-job training, job search, and placement are provided.

Planned Enrollment: 40

Eligibility Criteria: CETA IIB eligibility, screened by Director of Anderson College program.

Length of Program: 1979-1981, 2 sessions 8 weeks in length

Linkages Established: Linkages for the Displaced Homemaker Program have been developed by the Project Director, Anderson College Displaced Homemakers Program.

Placement Rates: 90% positive terminations from Displaced Homemaker program. Other placement information is not available.

ANDERSON COLLEGE DISPLACED HOMEMAKER PROGRAM
Anderson College

Anderson, Indiana
Patsy Spencer, Project Director
Phone

Current Program for Displaced Homemakers

Purpose of Program:	The participant will: 1) Know the skills needed to obtain and keep a satisfying, self-supporting job 2) Know the skills needed to overcome and/or cope with the social and cultural barrier. 3) Know the skills needed to overcome and/or cope with social problems. 4) Recognize that the adequate communication skills necessary for achievement at the work place are obtainable goals.
Services Provided:	72 classroom hours (8-9 weeks, 3 days a week) conforming to college semesters. Classes are offered in personal effectiveness, career development, and job and training information. CETA provides counseling and supportive services during displaced homemaker program and full range of CETA programs as needed after the program ends.
Source of Funding:	CETA Title VII contract with Madison County Employment and Training Administration Private Industry Council.
Recruitment:	Completely through CETA. All sessions have been full.
Planned Enrollment:	45
Actual Enrollment:	55
Eligibility Criteria:	Unemployed, underemployed, economically disadvantaged and interview by Project Director
Length of Program:	1979-1982
Linkages Established:	CETA Business community Anderson College (other departments) Ivy Tech, vocational school Trade Unions Mental Health Indiana Psychiatric Council

Job Placement: CETA provides job placement services for clients through a job search class.

Summary: Madison County Employment and Training Administration

Linkage: Madison County Employment and Training Administration issued a request for proposals for several target groups including displaced homemakers. Anderson College was competitively awarded the contract for the displaced homemaker program.

Benefits of Linkages: The Anderson College Displace Homemaker Program provides the participant with an adjustment period, personal and career assessment, job seeking skills and labor market information, increased ability to be responsible for their own lives, and an opportunity to select a career goal,
The Madison County Employment and Training Administration provides money for materials, staff and participant salaries, pre-screening, selection criteria, clients, additional services and follow-up.
The displaced homemakers benefit from this linkage because of the program's individualized attention, increased feelings of self-worth, labor market information and initial preparation for getting a job.

Duplication of Service: The Anderson College/Madison County Employment and Training Administration Displaced Homemaker Program is the only intensive program for displaced homemakers in the community. Many community agencies provided services appropriate to individual displaced homemakers.

Service Delivery Gaps: The services are adequate for those displaced homemakers who are identified. As with many other groups in the population, not all displaced homemakers are being identified. Specific gaps listed are:

1) Information about available community resources.
2) Community support groups
3) Information on Welfare Department
4) More crisis intervention capability
5) More low cost housing.

Effectiveness of Services Provided for Displaced Homemakers:

Because the Displaced Homemaker Program is dealing with the special needs of the displaced homemaker, the displaced homemakers are receiving better service than the normal CETA client according to the Madison County Employment and Training Administration Director of Operations. The participants themselves feel that the service is very beneficial. However, those displaced homemakers who are not CETA-eligible have no organized program to meet their needs and must rely on the valuable but fragmented services provided by the numerous other agencies in Madison County.

NEW ALBANY/AREA K

The New Albany-Floyd County Consolidated Schools is operating a Center for Displaced Homemakers through funding by State Board of Vocational and Technical Education. The Occupational Development Center of Area K serves displaced homemakers as part of its total population.

CENTER FOR DISPLACED HOMEMAKERS
NEW ALBANY-FLOYD COUNTY CONSOLIDATED SCHOOLS
West Spring Street Center
506 West Spring Street
New Albany, IN 47150
Linda Sendelweck, Director and Contact Person
812-948-8166

Current Program for Displaced Homemakers

Purpose of Program: To provide an adult program to service displaced homemakers and to develop a directory of services for Region 14.

Services Provided:
1. Career and individual counseling.
2. Workshops
   a. Decision-making and career planning
   b. Job seeking skills
   c. Apprenticeships/feeling physically fit
   d. Women's legal rights/coping with stress
3. Referral and follow-up.

Source of Funding: State Board of Vocational and Technical Education

Recruitment:
1. Media (Louisville), TV interview, radio, newspaper releases.
2. Brochures to community agencies.
3. Presentations to civic and social groups
4. Word of mouth
5. Schools - adult education
6. Referrals from other agencies

Actual Enrollment: 20 in first session

Eligibility Criteria: Full-time or part-time homemakers who are ready to enter the job market.

Length of Program: FY 1981

Linkages Established: Area K ODC, Educational Opportunity Center, Floyd County Welfare, Indiana Employment Security Division, Louisville Urban League, Cooperative Extension Service, Homemaker Extension, Mental Health, local attorney, Widowed Person's Services, Older Women's League, New Albany Business and Professional Women, Floyd County Headstart Program, Indiana University Southeast, Bureau of Apprenticeship and Training Office

Placement: Not applicable

Area K Occupational Development Center
P.O. Box 843
Warden Park
Jeffersonville, Indiana 47130
Gary Behnke, Asst. Director and Contact Person
812-288-6463

Current Services for Displaced Homemakers

Services Provided:	Full-range of CETA Title IIB services. The Job Readiness component helps to identify severe barriers to employment. Then participants are referred to mini-sessions on transportation, child care, etc. 70% of the client load are female, 40% are single parents.
Source of Funding:	CETA Title IIB
Recruitment:	Normal recruitment. Linkages with Employment Security and Welfare and referrals, particularly WIN clients.
Eligibility Criteria:	Unemployed, underemployed and economically disadvantaged.
Referral Procedures:	Mutual referral among Employment Security, WIN, and Occupational Development Center, and the Center for Displaced Homemakers.
Linkages Established:	Employment Security, Welfare, WIN, Center for Displaced Homemakers.

Summary: Area K/New Albany

Linkages: The linkages for displaced homemakers in this area are basically those of referral - between the ODC, ES, Welfare, WIN and the Center for Displaced Homemakers.

Benefits of Linkages: The clients of the Center for Displaced Homemakers who qualify for CETA services benefit from the many services provided by the ODC. They are beneficial to the clients because all three agencies are aware of, understand, and agree to the services planned by the other agencies. Paperwork can be processed before the client enters into a program so supportive services can be arranged.

Duplication of Services: Although there is not a significant duplication of services for displaced homemakers in the Area K/New Albany area, the crucial factor for full service is the identification and location of services by interested people. The current solution is the outreach activities of the ODC and the Center for Displaced Homemakers.

Service Delivery Gaps: The major service delivery gap is low-cost training for displaced homemakers who are not CETA eligible. Sufficient transportation and baby-sitting are not available in the area. The service providers interviewed both identified improved lines of communication between public service agencies as a need.

Effectiveness of Services: The CETA organization seems to work effectively with the displaced homemakers who qualify.

c) Description of Present Services to Displaced Homemakers

The Initial Surveys identified several agencies in Indiana which offer services to displaced homemakers. These services range from brief annual workshops of interest to the target group to providing specific service(s) to displaced homemakers who make up a small percentage of the agencies total population.

The service descriptions below are representative of other services provided to displaced homemakers; they are not the only service providers for displaced homemakers in the state. The information included below was submitted to the research project between February and June 1981 and was accurate at that time.

The information is presented in two sections:

1) Current Services Specifically for Displaced Homemakers
2) Current Services for Displaced Homemakers as Part of the Population

1) Current Services Specifically for Displaced Homemakers

The Initial Survey identified displaced homemaker services which are currently operated specifically for displaced homemakers. The following are a list of agencie/organizations that provide these services:

Vincennes University - Program for Adult Success
American Red Cross - Indianapolis Area Chapter
Women's Center of Columbus, Inc.
Columbus Regional Shelter for Women of Domestic Violence, Inc.
Women's Services, Inc. of Grant County - Marion, IN
Young Women's Christian Association - Marion, IN
Young Women's Christian Association - Evansville, IN
Hope Alive, Inc. - Fort Wayne, IN
Perry County Area Vocational School
Central Nine Vocational Technical School
New Castle Area Vocational School
Indiana Vocational Technical College - Kokomo
Indiana Vocational Technical College - Columbus
West Central Indiana Vocational Cooperative

Vincennes University
Program for Adult Student Success
1001 North First Street
Vincennes, Indiana 47591
Yvonne K. Reed, Director
812-885-4333

Current Services for Displaced Homemakers

Purpose of Services:	To provide information about educational opportunities and assistance to individuals wanting to further their education.
Services Provided:	Information about educational opportunities and sources of financial assistance facilitating of enrollment in a satisfactory educational program. Assistance in completing applications for admissions, home visits, individual counseling, coordination of child care and transportation, referral to community social service agencies for further assistance, referral to University Career Center, Study Skills Center, Adult Adult Basic Education Program, assistance in securing employment upon graduation.
Source of Funding:	Funds for the improvement of postsecondary education, State Board of Vocational and Technical Education.
Planned Enrollment:	Approximately 150 Eighty percent of these individuals are likely to be displaced homemakers.
Eligibility Criteria:	None, but the primary focus is low-income, single parents, usually newly separated or divorced.
Length of Program:	The program is in its third year of funding. Funding will last until at least June 1981. Future funding depends upon the 1981-83 appropriations.
Linkages Established:	Linkages with all university offices, Dept. of Public Welfare, Employment Security, Vocational Rehabilitation, Occupational Development Centers, Community Action Programs, Subsidized Housing.

Other Current Services for Displaced Homemakers

Services Provided:	Counseling, coodination of child care and transportation, information, and assistance in applying for educational opportunities and funding.
Source of Funding:	Fund for the Improvement of Postsecondary Education.
Actual Enrollment:	Approximately 130. Of these, about 50% are likely to be displaced homemakers.
Eligibility Criteria:	Low income adult, single parent, separated or divorced.
Referral Procedures:	Self referral or through community agency or university office.

American Red Cross
Indianapolis Area Chapter
Social Service
441 E. 10th Street
Indianapolis, Indiana 46202
Ralph H. Taylor, Director
Jean Pohlmeyer, Contact Person
317-634-1441

Current Services for Displaced Homemakers

Purpose of Program:	The "Learning to Live Alone" Program seeks to inform single, widowed, and divorced persons concerning matters effecting their lives.
Services Provided:	Seminar counseling by area professionals in such matters as money management, legal services, government benefits, auto and home repair.
Source of Funding:	United Way contributions.
Actual Enrollment:	60
Eligibility Criteria:	Anyone can participate. It is offered free to the public. The individuals should be single, divorced or widowed.
Length of Program:	Four two-hour programs per year.
Linkages Established:	The seminars have been marketed through many sources, including multi-service centers, community centers, "Learning in the City" Program. Most receptive audience has been area churches.

Women's Center of Columbus, Inc.
641 Washington
Columbus, Indiana 47201
Jane Hegstrum, Contact Person
(812) 379-4648

Current Services for Displaced Homemakers

Purpose of Services:	The volunteer service organization presents four topics a year, sometimes targeting at displaced homemakers.
Service Provided:	Workshops on topics of interest- resume writing, employment counseling, management for women, credit, assertiveness training, discussion of books about women.
Source of Funding:	Self-supported through membership and fund-raising.
Percentage Served:	20%
Eligibility Criteria:	None
Length of Program:	6 years

Columbus Regional Shelter for Women
of Domestic Violence, Inc.
641 Washington
Columbus, IN 47201
Ricki Steeb, Acting Director
(812) 379-4648

Current Services for Displaced Homemakers as Part of the Population

Purpose of Services:	To provide counseling and/or shelter to women who are abused, abandoned, neglected, or exploited.
Services Provided:	Counseling Shelter for women/men and children up to 30 days per instance of abuse. Salvation Army provides housing for women who are abandoned, and exploited. Information referral.
Source of Funding:	Started by Women's Center. Funded by United Way and a Title XX contract.
Percentage Served:	50% displaced homemaker out-patient counseling
Eligibility Criteria:	Self-identified as having history of abuse or possibility of abuse.
Recruitment:	Public service announcements, brochures, referrals
Length of Program:	Two years
Linkages Established:	Indiana Vocational Technical College, Area G Occupational Development Center, Family Services, Indiana University at Indianapolis, Indiana Business College, GED programs, local landlords, Salvation Army, Welfare Departments in five counties, attorneys.

Women's Services, Inc. of Grant County
Non-Profit Organization
615 S. Adams
Marion, Indiana 46952
Connie Olson, President
317-668-8995

Current Services for Displaced Homemakers

Purpose of Program: The purpose of Women's Services, inc. is to: assess and document the needs of women victims of violence in Grant County; coordinate existing support services: advocate on behalf of victims incrementally impliment comprehensive services; provide an educational and consultational service to the county on women's concerns, particulary in areas of woman abuse and rape. As women victims of violence often are, or become displaced homemakers, they are an integral part of our concern.

Services Provided:
1. W.S.I. is providing experienced facilitators for the YWCA Women In Transition program's discussion groups where victims may go for support and informal counseling.
2. W.S.I. makes referrals to other W.I.T. programs:
   a. Career Planning and Job Hunting
   b. Assertiveness Training
   c. Speaking out effectively
   d. Stress Management and Relaxation
   e. Special Seminars

Source of Funding: Funding is being sought from diverse sources.
Indiana grants to battered women's project.
Broad-based community support:
Contributions
Memberships
Fund-raisers
Foundations with interest in programs assisting victims, organized community groups, businesses and industries.

Planned Enrollment: To early to project.

Eligibility Criteria: For W.S.I., mental, emotional, physical or sexual assault resulting in a need for W.S.I. services.
For W.S.I., no criteria for certain programs (e.g., W.I.T. discussion groups), YWCA membership ($7.50/year) for skill-strengthening classes.

Length of Program: Perpetually.

Linkages Established: Within the county: representation on the Grant County Council of Social Agencies, informal contacts between persons and agencies. Speaker's Bureau contacting receptive groups. Within the state: future membership in the Indiana Coalition Against Domestic Violence and informal networking. Regionally and Nationally: mailings from the National and Regional Technical Assistance Centers, participation in regional conferences, etc.

Other Information: A spouse abuse task force was formed last fall in Grant County. By November an eleven-member board was formed, and efforts to build a diverse grass-roots membership were begun. Women's Services became incorporated in April, 1981. W.S.I. will be joining the Indiana Coalition Against Domestic Violence this summer to strengthen networking ties.

Young Women's Christian Association
615 South Adams
Marion, Indiana 46952
Amy Blair, Executive Director
Connie Olson, Special Program Director
219-668-8995

Current Service for Displaced Homemakers

Purpose of Services: To provide opportunities for displaced homemakers to meet together and discuss issues; to provide training in life-planning, career planning, and job hunting skills, to provide instruction in consumer economic topics, to promote a positive self-image, improve interpersonal skills.

Services Provided:

a) Discussion groups
b) Seminars on life and career planning and job hunting
c) Seminars on banking, credit investment, insurance, car buying, real estate, rental, etc.
d) Classes on communication skills, public speaking and self image

Source of Funding: YWCA funds, participant fees and use of voluntees. Additional funding is being sought.

Planned Enrollment: 10-40

Eligibility Criteria: The program is open to anyone.

Length of Program: The seminars are planned to be repeated on a continuous basis.

Linkages Established: Interagency communication and public media.

YWCA
118 Vine Street
Evansville, Indiana 47708
S. J. Whitfield, Director
812-422-1191

Current Services for Displaced Homemakers

Purpose of Services:	To provide shelter for women who are victims of spouse abuse.
Source of Funding:	Title XX of Welfare and a match with United Way.
Referral Procedures:	Referrals from other agencies
Other Information	75% to 85% of the shelter's population is likely to be displaced homemakers.

Hope Alive, Inc.
Educational/Social Service
3104 Alexander
Fort Wayne, Indiana 46806
Bonnie Feldkamp, Director
(219) 456-4249

Current Services for Displaced Homemakers as Part of the Population

Purpose of Services:	A mutual support system for women which includes some women who would be classified displaced homemakers. Also a peer support system for teen mothers.
Services Provided:	Support groups (Peer Support System), worksnops and classes dealing with women's issues, counseling, referrals.
Source of Funding:	Donations from individuals and occasionally organizations
Eligibility Criteria:	Women
Length of Program:	Indefinately
Linkages Established:	Fort Wayne Women's Bureau, Inc., Mental Health Assoc. of Allen Co., Mental Health Center, Switchboard, New Women's Networking, Allen Co. Welfare, YWCA Crisis Shelter, and have referrals from hospitals, counselors, and doctors.

Perry County Area Vocational School

Central Nine Vocational Technical School

New Castle Area Vocational School

Indiana Vocational Technical College-Kokomo

Indiana Vocational Technical College-Columbus

West Central Indiana Vocational Cooperative

Purpose of Services:	These programs are continuations of Fiscal Year 1980. Guidance and counseling projects each has a displaced homemaker component in addition to serving regular students. They include such activities as counselor awareness activities, recruitment of displaced homemakers, special guidance, expansion of opportunities for displaced homemakers, and establishing a community network.
Source of Funding:	State Board of Vocational and Technical Education
Length of Program:	1980 continued into 1981
Year Funded:	Fiscal Year 1981

2) Current Services for Displaced Homemakers as Part of the Population

The following agencies indicated on their Initial Survey that they provide services to displaced homemakers as part of the population. It is assumed that many other agencies in thestate also provide similar services to displaced homemakers.

EDUCATIONAL AGENCIES

Adult Basic Education

Bureau of Evaluative Studies and Testing	Bloomington, IN
Fort Wayne Community Schools Adult Education	Fort Wayne, IN
City of Hammond Schools	Hammond, IN
Gary Adult Education Program	Gary, IN
Lafayette Reading Academy	Lafayette, IN
Monroe County Community School Corporation, Adult Education Program	Bloomington, IN
New Albany-Floyd County Consolidated School Corporation	New Albany, IN
Portage Adult Learning Center	Portage, IN
Tippecanoe School Corporation	Lafayette, IN

Colleges and Universities

Adult Educational Re-Entry Program The Minnetrista Center	Muncie, IN
Ball State University	Muncie, IN
Ball State University Counseling Practicum Clinic	Muncie, IN

Colleges and Universities (Continued)

Office of Continuing Education Indiana State University	Evansville, IN
Returning Women Students (RWS) Indiana University	Bloomington, IN
Community Outreach Indiana University-Purdue University	Fort Wayne, IN
Student Academic Counseling Indiana University-Purdue University	Fort Wayne, IN
Women's Studies Program Indiana University-Purdue University	Fort Wayne, IN
Indiana University-Purdue University	Indianapolis, IN
Center for Women Indiana University-Purdue University	Indianaplis, IN
Student Development Center Indiana University - Southeast	New Albany, IN
Manchester College	North Manchester, IN
Purdue University	West Lafayette, IN
Purdue University-Calumet	Hammond, IN
Women's External Degree Program St. Mary's-of-the-Woods-College	Saint Mary-of-the-Woods, IN
Counseling and Career Development Center St Mary's College	Notre Dame, IN
Continuing Education for Women University of Evansville	Evansville, IN
Adult Basic Education Vincennes University	Vincennes, IN
Indiana Vocational Technical College	Kokomo, IN
Indiana Vocational Technical College	Lafayette, IN

Vocational Education

Area Industrial Institute	Evansville, IN
Blue River Vocational Technical Center Adult Basic Education	Shelbyville, IN
El-tip-wa Area Vocational School	Logansport, IN
Kokomo Area Vocational School	Kokomo, IN
Putnam County Area Vocational School	Greencastle, IN

Extension Service

Posey County Extension Service	Mt. Vernon, IN
Madison County Extension Service	Anderson, IN
Extension Homemakers	Spencer, IN
Extension Homemakers	Scottsburg, IN
Cooperative Extension Service	Greensburg, IN
Cooperative Extension Service	Liberty, IN
Jennings County Cooperative Extension	Vernon, IN
Cooperative Extension Service	Crawfordsville, IN
Rush County Cooperative Extension Service	Rushville, IN
Vanderburg County Cooperative Extension Service	Evansville, IN

FEDERAL PROGRAMS

Public Welfare

Indiana State Department of Public Welfare	Indianapolis, IN
Adams County Department of Public Welfare	
WIN Program, Allen County Dept. of Public Welfare	Fort Wayne, IN

Public Welfare (Continued)

Clark County Department of Public Welfare	Jeffersonville, IN
Carroll County Department of Public Welfare	Delphi, IN
Grant County Department of Public Welfare	Marion, IN
Huntington County Department of Public Welfare	Huntington, IN
Floyd County Department of Public Welfare	New Albany, IN
LaGrange County Department of Public Welfare	LaGrange, IN
Lake County Department of Public Welfare	Gary, IN
Marion County Department of Public Welfare	Indianapolis, IN
Montgomery County Department of Public Welfare	Crawfordsville, IN
Porter County Department of Public Welfare	Valparaiso, IN
Putnam County Department of Public Welfare	Greencastle, IN
Ripley County Department of Public Welfare	Versailles, IN
Rush County Department of Public Welfare	Rushville, IN
Steuben County Department of Public Welfare	Angola, IN

Job Corps

Women in Community Service	Evansville, IN

Employment and Training

Fort Wayne Area Consortium	Fort Wayne, IN
Gary Manpower Administration	Gary, IN

Employment and Training (Continued)

Vigo County Bureau of Employment and Training	Terre Haute, IN
Southwestern Indiana Manpower Consortium	Evansville, IN
Tippecanoe County Department of Career Development	Lafayette, IN
Indiana Office of Occupational Development	Indianapolis, IN
Occupational Development Center Area A	Valparaiso, IN
Occupational Development Center Area B	Rochester, IN
Occupational Development Center Area C	Bluffton, IN
Occupational Development Center Area D	Marion, IN
Occupational Development Center Area E	Covington, IN
Occupational Development Center Area F	Frankfort, IN
Occupational Development Center Area G	Greencastle, IN
Occupational Development Center Area H	New Castle, IN
Occupational Development Center Area I	Richmond, IN
Occupational Development Center Area L	Vincennes, IN
Occupational Development Center Area M	Mitchell, IN

STATE AGENCIES

Indiana Employment Security Division	Indianapolis, IN
Indiana Career Resource Center	South Bend, IN

Mental Health

Four County Comprehensive Mental Health Center	Logansport, IN
Gallahue Mental Health Center	Indianapolis, IN
Mental Health Association in Indiana, Lake County Chapter	Hammond, IN
Mental Health Center of St. Joseph County, Inc.	South Bend, IN
Midtown Community Mental Health Center	Indianapolis, IN
Scott County Counseling Center	Scottsburg, IN

Department of Vocational Rehabilitation

Crossroads Rehabilitation Center	Indianapolis, IN
Indiana Rehabilitation Service Vocational Rehabilitation Division	Indianapolis, IN
Indiana Vocational Rehabilitation Area II	Valparaiso, IN

COMMUNITY PROGRAMS

Family Services

Family and Childrens Service	Anderson, IN
Family Service Agency of Tippecanoe County, Inc.	Lafayette, IN
Family Service Association	Terre Haute, IN
Family Service Society Title Six of of Grant Co.	Marion, IN

Social Service

American Red Cross	Michigan City, IN
American Red Cross	Kokomo, IN
Aquarius House, Inc.	Muncie, IN

Social Services (Continued)

Association for Loan Free Education, Inc.	Indianapolis, IN
Community Service Council	Indianapolis, IN
Kentuckiana Metroversity Educational Opportunity Center	New Albany, IN
Marion County Victim Advocate Program, Inc.	Carmel, IN
Salvation Army	Kokomo, IN
Salvation Army Family Service Department	Indianapolis, IN
Southeast Multi-Service Center	Indianapolis, IN
Southwest Multi-Service Center, Inc.	Indianapolis, IN
Westminster Community Center	New Castle, IN
Youth Service Bureau of White County	Monticello, IN

Neighborhood Services

Concord Center	Indianapolis, IN
Gary Neighborhood Services, Inc.	Gary, IN
Mary Rigg Neighborhood Center	Indianapolis, IN

Handicapped Workshops

Wabash Valley Goodwill Industries, Inc.	Terre Haute, IN
Calumet Goodwill Industries, Inc.	Hammond, IN

Economic Opportunity Agencies

Economic Opportunity Committee of Daviess, Greene, Knox and Sullivan Counties, Inc.	Vincennes, IN
Indianapolis Alliance for Jobs, Inc.	Indianapolis, IN

Economic Opportunity Agencies (Continued)

Marion Community Opportunities Industrialization Center	Marion, IN
Tri-Cap	Ireland, IN
Wayne County OIC	Richmond, IN
West Central Indiana Economic Development District	Terre Haute, IN
Edinburgh Community Center	Edinburgh, IN

Senior Citizen Programs

Allen County Council on Aging	Fort Wayne, IN
Area 10 Agency on Aging	Bloomington, IN
CMHC Activity for Older Adults	LaPorte, IN
Elkhart County Council on Aging	Elkhart, IN
Hamilton County Council on Aging	Arcadia, IN
Indiana Commission on Aging	Indianapolis, IN
Senior Friends of Owen County	Spencer, IN
Switzerland County Senior Center	Vevay, IN

WOMENS' SERVICES

Christamore House	Indianapolis, IN
Young Women's Christian Association	Fort Wayne, IN
Young Women's Christian Association	Kokomo, IN
Young Women's Christian Association	Lafayette, IN
Young Women's Christian Association	Muncie, IN
Young Women's Christian Association	Terre Haute, IN

OTHER

Legal Services

Legal Services Organization of Indiana, Inc.	Indianapolis, IN

Religious

House of Prayer	Huntington, IN

Governmental

City of LaPorte	LaPorte, IN

d. Descriptions of Past Displaced Homemaker Programs in Indiana

The Initial Surveys identified displaced homemaker programs which were previously operated in the state of Indiana. The following brief descriptions of each program are organized according to the funding sources:

1) Commission for Higher Education, 1977

Indiana University, Bloomington
Indiana University, South Bend

2) Indiana Office of Manpower Development, 1978

Gary Commission on the Status of Women
Joint Organization for Broader Services, Inc.
Northwest Indiana Women's Bureau
Northwood Institute

3) CETA

Fort Wayne Area CETA Consortium
Fort Wayne Women's Bureau Displaced Homemaker classes
Fort Wayne Women's Bureau Opening Trade Barrier
Fort Wayne Women's Bureau Displaced Homemaker Readiness Classes
Hammond CETA
New Castle Area Vocational Center
Project NEW, City of Bloomington

4) SBVTE

Fort Wayne Women's Bureau
Office of Manpower Purdue University
Purdue University (MESH)

5) Educational contracts

Adult Education Act - Southeastern Indiana Vocational School
DPI - Fort Wayne Women's Bureau Focus on Choice
USOE - Fort Wayne Women's Bureau TEAM
Purdue University

Past Displaced Homemaker Programs

1) Funded by the Commission for Higher Education, Title I-A, Community Service and Continuing Education Program in 1977.

School of Continuing Studies, Indiana University Bloomington
Owen Hall 302
Bloomington, Indiana
812-337-5324
Nancy C. Seltz, Director

Purpose of Program: The training institute for counselors, "Understanding the Multiple Responsibilities of Working Women," was designed to facilitate a constructive relationship between counselors and their women clients.

Services Provided: No direct service to displaced homemakers. Several two-day workshops, one for CETA staff persons and one for a broader group of counselors.

Number of Individuals Being Served: A total of 226 counselors

Indiana University of South Bend
802 North Lafayette Blvd.
South Bend, Indiana 46615

Harry Walling, Former Director

Purpose of Program: "The Women's Opportunity Workshop" was designed to prepare women re-entering school and/or the job market.

Services Provided: One-day workshop which focused on reviewing skills and acquiring new competencies. Also free day care during the workshop and a series of films dealing with women concerned about balancing the demands of job, education and family.

Past Displaced Homemaker Programs

2) Funded by Indiana Office of Manpower Development, 1978.

Gary Commission on the Status of Women
475 Broadway, Suite 508
Gary, Indiana 46420
Rosalie K. Cohn, Director
Nona Brown, Contact Person
(219) 944-6402

Purpose of Program:	Increase number of women in non-traditional jobs and training programs. Give women realistic appraisal of non-traditional work; provide them with tools for getting employment.
Services Provided:	Week-long workshops (10-12 at a time). Topics: (availability of training programs, formulation of job-finding strategy, resumes and cover letters, interviews and applications, follow-up) Follow-up sessions (supportive assistance). Provide participant allowance.
Planned Enrollment:	150
Placement:	60% (90) into training or employment
Eligibility Criteria:	Economically disadvantaged, unemployed or underemployed women (CETA-eligible women).

Joint Organization for Broader Services, Inc.
514 S. Wayne, Box 1087
Portland, Indiana 47371
Caroline Lewis, Director
219-726-9318

Purpose of Program:	Elimination of artificial barriers; maximization of employment potential and opportunities.
Services Provided:	Job skills preparation, support, career exploration, training and job placement opportunities, survival skills, group and self assessment; personal, time, and resource management, counseling, and hands-on experience.
Planned Enrollment:	96 (3 sessions)
Actual Enrollment:	Approximately 80
Eligibility Criteria:	CETA. Unemployed or underemployed, have difficulty in securing employment; is displaced in middle years; probably between the ages of 35-55; left without financial security; ineligible for Social Security benefits; subject to discrimination in employment; has worked in home unpaid.

Northwest Indiana Women's Bureau
534 Conkey St.
Hammond, Indiana 46324
Rachel Van M. Baumer, Director of Women's Achievement Program
Dolores Janik, Sue Ireland: Contact Persons

Purpose of Program: Elimate artificial barriers to employment through achievement, motivation techniques, goal setting, and lifestyle/career planning. Reduce individual internal barriers, increase option awareness and motivational level; develop individual skills for job search, selection and employment maintenance. Change negative attitudes of women about non-traditional jobs.

Services Provided: Assessement, Classroom Training 12 2-week workshops, 10-15 in each session; Supportive services, counseling, placement, job search skills; How to apply for, train, and obtain non-trad. employment. Follow-up every six months for two years.

Planned Enrollment: 200 women

Placement Rate: Achieved 50% placement rate for women employed in non-traditional occupations.

Eligibility Criteria: Unemployed, underemployed, or economically disadvantaged heads of households (women), CETA Priority: 1) Unemployed (preferred unskilled) 8-15 weeks +
2) Unemployed 30 days
3) Unemployed 7 days

Northwood Institute
Weekend College for Women
West Baden, Indiana 47469
Janice Turner, Director

Purpose of Program: To educate women for jobs in business management

Services Provided: Twelve courses in business management - 48 credit hours. Counseling and job placement.

Actual Enrollment: 24 women (some dropped out and were replaced)

Eligibility Criteria: High school diploma or GED, economically disadvantaged.

Past Displaced Homemaker Programs

3) Funded by CETA contracts.

FOR WAYNE CONSORTIUM
203 West Wayne Street
Fort Wayne, Indiana 46802
(219) 423-7024
Joseph Daniel, Director
Pam Anderson, Contact Person

Purpose of Program:	To prepare the displaced homemaker for work and/or training.
Services Provided:	Classes in job readiness, decision-making self-concept, group support and interaction by Fort Wayne Women's Bureau.
Source of Funding:	CETA Title II-D and on an indivdual referral basis to Fort Wayne Women's Bureau.
Actual Enrollment:	23
Eligibility Criteria:	CETA Title II-D eligibility
Length of Program:	June - October 1980

Fort Wayne Area Consortium
203 West Wayne Street
Fort Wayne, Indiana 46802
Joseph Daniel, Director
(219) 423-7024

Purpose of Program:	To provide displaced homemakers with employment services, support services and counseling. Also to provide prime sponsors and other program operators with information to replicate the project.
Services Provided:	Employment and training services, counseling, vocational counseling.
Source of Funding:	CETA Title III
Actual Enrollment:	208
Eligibility Criteria:	CETA eligibility
Length of Program:	January 1, 1977 to June 30, 1979

Fort Wayne Women's Bureau
203 West Wayne Street
Fort Wayne, Indiana 46802
Harriet Miller, Director
(219) 424-7977

Purpose of Program:	To provide CETA eligible displaced homemakers a 3-week job readiness program.
Services Provided:	Training in decision making, skills development, career planning. Counseling was also provided.
Source of Funding:	Fort Wayne Area Consortium and Indiana Vocational Rehabilitation on individual referral basis.
Actual Enrollment:	26 in 4 classes
Eligibility Criteria:	CETA Displaced Homemaker eligibility guidelines
Length of Program:	June - October 1980

Fort Wayne Women's Bureau
203 West Wayne Street
Fort Wayne, Indiana 46802
Harriet Miller, Director
(219) 424-7977

Purpose of Program:	To increase representation of women in non-traditional careers, specifically the skilled trades.
Services Provided:	Pre-apprenticeship training program, counseling, outreach to employers, unions, and educators.
Sources of Funding:	Indiana Office of Occupational Development
Actual Enrollment:	45
Eligibility Criteria:	IOOD guidelines
Length of Program:	July, 1978 to September 1980

Hammond CETA
5947 Hohman Avenue
Hammond, Indiana 46321
Lawrence J. Steffel, Director
219-937-3750

Purpose of Program:	To raise the level of achievement motivation. To increase knowledge of "non-traditional" job requirements and opportunities. To teach 200 women career exploration skills.
Services Provided:	Classroom training, assessment, counseling, and career information.
Source of Funding:	Title III CETA
Actual Enrollment:	192
Eligibility Criteria:	Title III CETA, 1 week unemployed, Hammond resident, and female.
Length Program:	1 year

New Castle Area Vocational School
801 Parkview Drive
New Castle, Indiana 47362
Ray A. Vulgan, Assistant Director
(317) 529-3503

Purpose of Program:	Giving experience to women in non-traditional technical areas.
Services Provided:	8 week intense training of 8 technical areas, for example, welding, machine shop, auto, printing, woods, etc.
Source of Funding:	Indiana Office of Occupational Development
Actual Enrollment:	10
Eligibility Criteria:	Meet intake requirements for Interlocal of Area H.
Length of Program	10 weeks

Project NEW
Human Resources Department
City of Bloomington
Box 100, Municipal Building
Bloomington, Indiana 47401
Jan Wagner, Director
Helene Pizzini, Project Director and Contact Person
812-339-2267

Purpose of Program:	Acquaint women with non-traditional career opportunities. Train and place women in non-traditional jobs.
Services Provided:	Individual counseling (employment), referrals, training from CETA, non-traditional training from Ivy Tech, job placement.
Actual Enrollment:	125; 1/2 - 1/3 app. displaced homemakers
Eligibility Criteria:	Unrestricted except for training components.
Length of Program:	One year

Past Displaced Homemaker Programs

4) Funded by State Board of Vocational and Technical Education

Fort Wayne Women's Bureau, Inc.
203 West Wayne Street
Fort Wayne, Indiana 46802
Harriet Miller, Director
(219) 424-7977

Purpose:	To produce a handbook offering a field-tested model workshop designed specifically for vocational education institutions interested in providing services for displaced homemakers.
Services Provided:	A three-hour workshop format designed to bring together displaced homemakers and vocational service providers in an informal setting to do needs assessment and information sharing. Produced a 100-page How-To Handbook for service providers.
Actual Enrollment:	346
Eligibility Criteria:	None
Length of Program:	April, 1980 to November, 1980

Vocational Training Programs, and
Support Services Necessary to
Meet Needs of Displaced Homemakers
and Other Special Groups
Office of Manpower
Purdue University
West Lafayette, Indiana
Dr. J.P. Lisack, Director
SBVTE Report No: 86-78-II-DS

Purpose of Program:	Assessment to determine (a) number of displaced homemakers and other special groups in need of vocational training programs, services and activities pursuat to P.L. 94-482, (b) and types of additional training programs, services and activities necessary to meet the needs of displaced homemakers and other special groups pursuant to P.L. 94-482.
Length of Study:	1978-1979

MESH (Matching Displaced Homemakers
with Vocational Opportunities
Support Services/Referral Agencies)
Purdue University
West Lafayette, Indiana 47907
Dr. Jerrold Nieminen, Director
Mrs. Jean Bush, Contact Person
(317) 494-8680

Purpose of Program:	To develop a model network between vocational education, service providers, referral agencies, support services, and the displaced homemaker.
Service Provided:	Series of "Speak Outs" to inform service providers of the displaced homemakers needs and displaced homemakers of services. Produced a Directory of Services for Displaced Homemakers in Region 4 of Indiana. Initiated Networking - Coordination Committee with bi-monthly meetings. Initiated service linkages for the displaced homemaker. Identified needs and barriers of displaced homemakers.
Actual Enrollment:	Impacted by project: 5,469 Conducting or giving input: 732 Displaced Homemakers: 350
Eligibility Criteria:	None
Length of Program:	1980

Past Displaced Homemaker Programs

5) Funded by contracts from Education

Southeastern Indiana Vocational School
P.O. Box 156
Versailles, Indiana 47042
JoDell K. Main, Director
812-689-5253

Purpose of Program:	To teach job-seeking skills, provide job placement services, and to help individuals obtain basic educational skills.
Services Provided:	Job Placement, Job Counseling, Career Assessment
Number of Individuals Served:	20
Eligibility Criteria:	Lacking a high school diploma, inability to read, write or speak English creates a roadblock to living adequately.
Length of Time Program Operated:	Two months

Fort Wayne Women's Bureau
203 West Wayne Street
Fort Wayne, Indiana 46802
Harriet Miller, Director
(219) 424-7977

FOCUS ON CHOICE

Purpose of Program:	Career/life planning program designed for implementation in small groups with under-educated women.
Services Provided:	Forty-hour classroom series over thirteen weeks dealing with self assessment, decision making, goal-setting skills.
Source of Funding:	Indiana Department of Public Instruction, Adult Education.
Actual Enrollment:	35 participants, 165 trainers
Eligibility Criteria:	Undereducated adults, Adult Education practitioners
Length of Program:	July 1977 to June 1979

Fort Wayne Women's Bureau
203 West Wayne Street
Fort Wayne, Indiana 46802
Harriet Miller, Director
(219) 424-7977

TEAM

Purpose of Program:	To develop and field test a training program focused on special needs of women in transition.
Services Provided:	Design and implement an 18-hour workshop series for six groups dealing with self assessment and growth. Produced 90-page facilitator's guidebook, Makin' Your Move.
Source of Funding:	U.S. Office of Education, Women's Educational Equity Act Program.
Actual Enrollment:	100
Eligibility Criteria:	Women in transition, displaced homemakers, re-entry women and/or women interested in nontraditional careers.
Length of Program:	October 1979 to November 1980

2. Explore Linkage Patterns with Displaced Homemaker Programs

a) Summary Description of Linkages

In addition to the program description, questions concerning the recruitment procedures were asked in the linkage interviews with representatives from five CETA agencies and ten social service/women's programs. Information on recruitment, linkages with local agencies, linkages with state and federal organizations, linkages with supportive community groups, duplications and gaps in services, the needs of the displaced homemaker and the recommended delivery system for displaced homemaker services are summarized below.

1) Recruitment

The five CETA agencies interviewed do not recruit specifically for the displaced homemaker programs. The typical procedure is to screen all applicants at intake; the appropriate people are referred to the displaced homemaker program for further screening. Several service providers dependent on CETA recrutiment reported that they initially experienced difficulty in filling their quotas until they were able to impress the CETA staff members with the definition of the displaced homemaker and its interpretation.

Six of the seven service providers for displaced homemakers actively recruited participants for their displaced homemaker programs. The recruitment methods used, in order of frequency are: press releases, referrals from other agencies, public service announcements (TV and cable TV), radio, fliers, workshops, meetings, brochures, word of mouth, and monthly publications. The fliers and other information sent to local social service agencies, educational institutions, community-based organizations, and other women's programs encouraged referrals. Each agency used several of the above recruitment methods.

The interviewees described their successful recruitment methods. The Fort Wayne Women's Bureau was successful in enclosing fliers describing the program in AFDC checks. The Delaware-Blackford Consortium Displaced Homemaker's Program operators felt the radio publicity attracted a different group than did other methods.

The programs funded by CETA agencies reportedly are dependent on the funding agency for participant recruitment even though these CETA agencies indicated that they did not target displaced homemakers in their recruitment strategies. For the most part, program operators are not experiencing a shortage of participants, however none indicated a long waiting list.

2) Linkages

a. Linkages With Local Agencies

Linkages with a wide variety of agencies have been developed by all the agencies interviewed.

As a result of the five CETA agencies' interviews, it is evident that the most important linkage of those agencies which directly fund a specific displaced homemaker program is the linkage with that service provider. While they pursue linkages with many other agencies in serving their client loads, the CETA agencies have not developed other linkages for displaced homemakers.

The exception to the above statement is that of the Occupational Development Center. While it provides services for displaced homemakers only as a part of its total population, it does link with local women's programs and centers which provide the actual services for the displaced homemakers.

The service-providing agencies link with a wide variety of organizations in delivering services to their participants. They utilize these linkages in referrals, for information, and in program presentations on specific subjects. Other linking agencies offer support but no real assistance or funds. While the data are not broken down into the kinds of linkages, they do indicate the linking agencies.

The following table depicts the number of agencies (CETA and other service providers) which link with each organization/institution. This information was taken from the linkage interviews and from a follow-up survey sent to agency directors. Six CETA agencies and eleven other agencies are represented in these figures.

Linkages with Local Agencies

	CETA	Service Providers	Total
EDUCATION AGENCIES			
ABE/GED	4	7	11
POST-SECONDARY	4	9	13
DPI	1	3	4
SBVTE	4	9	13
FEDERAL PROGRAMS			
EMPLOYMENT AND TRAINING	3	9	12
WELFARE	3	7	10
HUMAN RIGHTS		1	1
BUREAU/APPRENTICE		1	1
SOCIAL SECURITY	1	1	2
PRIVATE BUSINESS			
EMPL. AGENCY	1		1
UTILITY		1	1
CONST. LEAGUE	1	1	2
BUSINESS COMM.	1	4	5
ATTORNEY		1	1
STATE AGENCY			
INDIANA STATE EMPLOYMENT SECURITY DIVISION	4	8	12
VOC. REHAB.	4	3	7
MENTAL HEALTH	4	6	10
IN PSY. COUNCIL		1	1
IN HI-WAY COMM.		1	1
WOMEN'S AGEN/ACT.		1	1
HOUSING AUTHORITY	2	3	5

	CETA	Service Providers	Total
PLANNED PARENTHOOD		1	1
CREDIT AGENCIES		2	2
SENIOR EMPLOYMENT	1	3	4
WOMEN'S PROGRAMS			
D.H. PROGRAMS	1	5	6
YWCA	3	4	7
SHELTERS	3	5	8
W. PROGRAMS		9	9
WOMEN'S CLUBS		2	2
OTHER			
LEGAL SERVICES	2	5	7
CHURCH	1	3	4
		7	7
IND. ALLIANCE FOR JOBS		1	1

b. Linkages with Supportive Community Groups

It is difficult to assess the interviewees' reaction to their community's support for displaced homemakers. Basically it seems that they felt that the community in general provides moral support for the group when they realize that they personally know displaced homemakers (e.g., mothers, sisters, wives). However, that support does not extend to active involvement in the programs, financial support, or increased job openings of the supportive groups. Local churches were listed most often (5 times) as being supportive. Three of the 15 service agencies stated that the community was not supportive of the program. One interviewee stated that there is a current downswing of interest in women's issues. Another stated that the high unemployment rate of men forces the social services to focus on getting men jobs before women.

3) Methods of Establishing Linkages

Agencies usually take the initiative in establishing the appropriate linkages within their communities.

Three linkages between funding agency and service provider were begun because the Department of Labor contract mandated linkages or through the Request-for-Proposal process which identified a group interested in providing the specific services requested.

The other linkages were established in a more personal and informal manner. Eleven agencies indicated that they used personal contact to establish linkages. Letter of introduction, personal calls to another agency, or personal calls from another agency to their agency were the principal methods of personal contact. Four agencies indicated that they built linkages on previous knowledge of an agency or staff member by their own agency and/or staff member(s).

Many agencies used networking techniques to link with other organizations. Six indicated that they held or attended meetings of councils and committees or held workshops to familiarize other agencies with their programs. One agency indicated that it had engaged the services of a full-time volunteer whose total responsibility was to initiate linkages. Most of the agencies interviewed used more than one of the above methods to establish linkages. None of these personal linkages seemed to be formalized through specific letters of agreement. At least one interviewee indicated that some linkages are more tenuous than others; if the staff member at the linking agency should leave, the link might be lost.

4) The Benefits of Linkages

All fifteen agencies agreed that its services were enhanced through its linkages. The benefits of the linkages between CETA organizations and the displaced homemakers programs they funded are numerous. In two of three programs the CETA sponsor provides money and the impetus to establish the program in addition to the wealth of CETA services. Three of the four service providers who are not CETA-funded stated that they have linked with CETA for referrals. Many service providers stated that the CETA definition severely limited the number of displaced homemakers who could qualify. Four of the service providers felt that the CETA program operators in their areas were successful in providing quality service for the displaced homemakers who qualified, but it could not meet the needs of higher income prospective participants. One interviewee indicated that the employment and training program seemed to provide the least amount of training to qualify a person for an entry level position. Some CETA agencies are viewed as trying to avoid the problem when they do not identify displaced homemakers as a target group. On the other hand, one CETA representative felt that many of the identified displaced homemakers would not readily become involved in a CETA program because of the CETA and welfare stigma.

The three CETA agencies sponsoring displaced homemaker programs felt that the contracted service providers were providing quality services. One remarked that the Displaced Homemaker Program services the target population in a way no other program could. In general the programs provide an adjustment period for the displaced homemaker, an opportunity to assess themselves in terms of the labor market and to gain in self-respect and self-confidence. While each program differs in its specific topics and activities, they all provide a way for the displaced homemaker to move from a state of dependence to independence.

The benefits of the myriad of other linkages are difficult to classify because of their diversity. Basically, the linkages between providers of displaced homemaker services and the other community, state and federal services provide a wide range of alternative services and other sources of information, assistance and support. A more detailed description of the benefits of specific linkages can be found in the program descriptions, Section III E. 2.

5) Range of Services Provided

a. Duplications and Gaps in Displaced Homemaker Services

A review of the summaries of linkage sites by area (see III. E. 2.) shows that there is only one agency providing a specific program for displaced homemakers in each of these areas: Fort Wayne, Muncie, Anderson, New Albany and the Lake County Area. Indianapolis and Bloomington each have several programs or services specifically designed for displaced homemakers.

In all of the areas there are also a multiplicity of agencies which provide services for displaced homemakers on an individual basis. Many of these agencies provide a small number of services and do not envision themselves providing comprehensive services as part of their missions. In addition, many of these agencies do not have a means of identifying the displaced homemaker therefore they provide their usual services but not services geared to the special needs of the group. Agencies without this identification mechanism lack the ability to properly refer clients to appropriate agencies for service. Each agency, through trial and error, has identified those agencies which are willing to cooperate and provide the services most often needed by its clients.

In summary, no obvious duplications of services for displaced homemakers were observed by interviewees in their areas. However, due to the large number of agencies providing services in each area, it is difficult for an agency to identify all the possible sources of assistance for each need. The larger the area the more difficult this job is, particularly considering the constant state of flux of social services.

An example of a community attacking the problem of diversity and duplication is that of Bloomington. Through the Human Resources Department of the City of Bloomington, a forum of community social service agencies meets monthly to share information about services and problems of concern not only to displaced homemakers, but the whole service community. This method of open discussion on issues of concern has led to a sharing of services, increased understanding of each others service delivery, and an improved referral system. Although this forum began only a few months ago, it shows signs of strengthening the whole social service delivery system in Bloomington and the surrounding area. Even in its initial stages, it serves as a model of communication and increased understanding.

b. Gaps in Services for the Displaced Homemaker

The paucity of programs specifically designed for displaced homemakers is the obvious one of the service delivery gaps. Seven displaced homemaker programs were identified in the whole state of Indiana for the fiscal year 1980-81. These programs enrolled an approximate total of 281 displaced homemakers (statistics were compiled before the end of the fiscal year). Yet, the Bureau of Labor Statistics in 1976 identified 986,000 women over age 40 in Indiana. Of these it is estimated that in 1976 59,160 were displaced homemakers with an annual increase of more than 6.3%. These potential participants are not identifed and not served.

A second concern stated by the interviewees was for the large numbers of displaced homemakers who do not meet the CETA income guidelines. The only recourse for such women is referral to another agency which does often not provide the same comprehensive services as CETA, particularly in the area of skills training. However, one program operator did not wish to refer participants to CETA.

A directory of services including displaced homemakers is a needed resource in at least one community. Other communities have such directories but they are out of date. Compiling and keeping such a directory current is a difficult task.

Another group of service delivery gaps for displaced homemakers is in the area of jobs. The underlying attitudes toward hiring women in general and older women specifically, in certain jobs is a difficult barrier to overcome, but one which it is felt should be a great concern. The displaced homemakers, at all income levels, also needs the availability of more training in technical skills and non-traditional job skills.

A final group of service delivery gaps lies in the area of financial assistance. Usually the displaced homemaker begins a search of resources only after she has exhausted all of the resources at hand and therefore is usually in need of immediate financial help. The areas of child care, transportation; scholarships, legal advice and housing assistance were identified to be of prime importance and not sufficiently provided.

It should be noted that the gaps in each community are unique. No area identified all of the listed gaps as pertinent to its area.

6. Special Needs of the Displaced Homemaker

All of the 15 respondents felt that the displaced homemaker possesses unique needs. The skills listed below correspond to the list provided by the displaced homemakers themselves in their individual interviews and the service providers and service non-providers in other interviews.

The most basic need of the displaced homemaker, as identified by the respondents, is that of improved self-esteem. They need to develop an awareness of their inherent quality, gain confidence in themselves and in their ability to make decisions. They need to move from their former state of dependence on someone else for support to a position of independence.

Secondly, most displaced homemakers are in need of money; therefore they need a job. However, usually they have been out of the work force for a long period of time and/or do not have up-to-date job skills. Very often, they are in need of more education or job skills. In addition, they need to adjust to the work world and the work attitudes necessary to survive in the competition of the work force. At a minimum, they need to be able to assess themselves in light of the functional skills they possess.

Usually displaced homemakers are experiencing an emotional crisis complicated by feelings of guilt (failure in their marriage), sex problems and problems related to their age. The displaced homemaker must face multiple problems simultaneously. They are making a complete lifestyle change while facing severe economic and psychological problems.

It is true that other segments of the population also face the same problems as the ones stated above. However, it is the opinion of most of the interviewees that the displaced homemaker's problems are multiple and more intense that that of the ordinary client. In summary, displaced homemakers initially need a tremendous amount of support.

7. Recommended Delivery System for Displaced Homemaker Services

While the interviewees unanimously agreed that the displaced homemaker is uniquely different from the rest of the population, they did not agree on whether the displaced homemakers need to be served by their own delivery system. Eight favored a separate delivery system; six opposed it.

Those interviewees who favored a separate delivery system for displaced homemakers listed the following reasons:

1. They need a tremendous amount of peer group support.

2. They need advocates.

3. They need individualized help which a separate program can provide.

4. They need to mingle with other women within an existing delivery system rather than in a new program begun just for displaced homemakers.

5. They need a program which addresses their unique need.

6. They don't trust men at this point in their lives; they don't want anything to do with them.

7. They are so vulnerable and fragile they need to go to one place for assistance not many.

8. They need individualized counseling before they are mainstreamed.

Those interviewees who opposed a separate delivery system, listed the following reasons:

1. Displaced homemakers can be served by any sensitive agency which adapts its curriculum to cope with the personal issues first.

2. Existing local agencies, if doing their jobs, could provide these services.

3. Every client has emotional needs similar to those of displaced homemakers.

4. They should begin in a program designed specifically for displaced homemakers but plug into CETA. Not all displaced homemakers need the peer support group; some are ready for training immediately.

5. Many of their needs can be addressed through other systems; structurally unemployed individuals need to work with some employment and training services.

6. They need the whole package, not just pieces, an all-women's program or a program that is initially all women and mainstreamed.

Fourteen interviewees felt that a group of organizations working together could provide improved services for displaced homemakers. They felt that it would be advantageous if they first defined the territory with shared but individualized tasks. It was suggested that these organizations could create a network and meet to discuss services provided so that services would not be duplicated but the effort to increase services could be maximized.

Three interviewees described some of the problems involved with such a network. One felt agencies often are so involved in meeting their own payrolls that they are not willing to be concerned with a new group, displaced homemakers. Funding remains a fundamental problem - provide the funding and many agencies will be willing to provide the service.

Initial steps have been undertaken in setting up networks in several areas of Indiana. In Bloomington, under the direction of the Human Resources Department, a network which has started to identify services and providers in the Bloomington area. The future shelter for battered women in Indianapolis is the result of cooperation between many agencies with the Julien Center. Social service agencies in Fort Wayne have also begun a council of social service agencies. Last year's work on the defeated displaced homemaker's bill identified those agencies committed to the cause of displaced homemakers around the state.

One individual felt that to coordinate agencies, it would be necessary to have one group responsible for the coordination of displaced homemaker services. The organization should be one which has exhibited an interest in and a sensitivity to the needs of the displaced homemaker.

8. The Preferred Delivery System for Displaced Homemaker Services

Twelve agency representatives responded to the questions concerning the best delivery system for displaced homemaker services. (See appendix)

Of four CETA respondents, three identified CETA as the best delivery system. One respondent indicated that CETA offers the most comprehensive services in the community however, he felt that the CETA agency is not totally equipped to deal with the displaced homemaker's initial emotional problems. Another felt that CETA was the strongest service deliverer if it is doing what it is supposed to. However he also included ABE/GED classes as an opportunity to expand potential and Mental Health as a vehicle for working through personal problems.

The fourth CETA representative, a person who has previously worked for a women's program, felt that a woman's program was the best delivery system for displaced homemaker services.

The ten responding service providers stated a wide range of answers.

Three respondents felt that the major service provider of displaced homemaker services should be a women's agency. One respondent stressed that the service provider should be an existing women's program rather than

a program begun just for displaced homemakers. The existing agency would provide a wide range of services and an opportunity to mix with other women. Another respondent felt the women's agency presently providing displaced homemaker services displayed a comprehensive approach. However, it should be noted that some of its services resulted from the CETA contract.

The other seven respondents felt that services should be provided through the cooperation of several agencies. All indicated that a women's program/agency was needed initially (at a minimum) to provide support, counseling, and training based on the displaced homemakers' special needs. The diversity of service providers' responses lie in the cooperating agencies.

The cooperative agencies suggested by service provider respondents are as follows:

1. Women's program, Small Business Administration, and Chamber of Commerce
2. Women's centers working with people in touch with jobs, business, labor market, and training
3. Women's program for counseling etc., and CETA
4. YWCA for advocacy, educational institutions for training, Mental Health for their emotional problems and possibly
5. Women's center/shelter, Mental Health and a displaced homemaker project but program with no income guidelines
6. Women's groups, shelters, and CETA
7. YWCA or women's center in conjunction with education, training, or employment programs

The greatest debate centered on the importance of women's programs and CETA to the delivery system for displaced homemakers services. Most of the women interviewed felt that the displaced homemakers need support and special training in the initial stages of their adjustment which can be provided best by other women sensitive to their needs. However, other interviewees felt that displaced homemakers need to mix with other women - and men - who are experiencing similar difficulties. In addition, some displaced homemakers are beyond the intense emotional needs best dealt with by the women's programs and are ready for skills training.

CETA provision of services was also widely discussed. CETA provides a broad range of services in addition to allowances/wages for the client's activities. However the CETA system is slow and cumbersome; its staff often is not sensitive to the unique needs of the displaced homemaker. Most importantly, a large number of displaced homemakers are not CETA eligible. If the only displaced homemaker program in an area is CETA funded, then

there are no services available for the ineligible displaced homemaker. At least one interviewee felt that it was better to use CETA funds to serve a limited number of displaced homemakers rather than not serve any displaced homemakers at all.

b) Key Elements in Linkage Use

As a result of the linkage interviews and Linkage Table in Goal 3, it is evident that all of the agencies do link with many other agencies and for many different reasons. The following key elements in linkage use have been identified.

1. Money. Those agencies who have a contractor-sub-contractor relationship have close ties because of the financial element. However this linkage often does not include mutual sharing of information or collaborative planning.

2. Referrals. Most agencies linked with other agencies in the referral process. In fact, they depend on the prospective clients referred by these agencies. Some have developed sophisticated procedures, recruitment procedures, and community social service directories to improve the process.

3. Information. There seems to be an informal linkage system among those agencies interested in displaced homemakers. They tend to rely on each other for information rather than on state agencies, federal agencies, or their funding sources. A formal information-sharing system on displaced homemakers has been requested by several interviewees.

4. Support. Agencies seem to depend on each other for support. Active support from local community groups and businesses is usually available when requested. However they do not volunteer their assistance or support. They are not providing assistance in breaking down barriers in obtaining jobs for women, especially older women.

This study did not explore in great detail the quantity or quality of each linkage developed. Interviewees were not asked to classify each linkage or identify how often the linking agency is contacted.

c) Barriers and Past Ways to Linkage Development

While each agency identified many agencies with whom they already linked, they also listed many other agencies with whom they had not yet developed linkages.

The following methods of linkage development have already been discussed in Section 3.b.1. of this report:

1) Mandated by contract

2) Through Request-for-Proposal

3) Personal contact
   a) Letter of introduction
   b) Personal calls to other agencies
   c) Personal calls from other agencies
   d) Contact based on previous agency/staff member knowledge.

4) Networking
   a) Held or attended meetings of councils or committees
   b) Held workshops for other agencies
   c) Individual contacts

5) Volunteer to establish linkages

The barriers to establishing linkages were not specifically investigated. However the following barriers were taken from the linkage interviews:

1) Number and variety of agencies in the area

2) Linkage with a specific person (not the agency) means when that person leaves, the linkage is lost

3) Constant flux of agencies and staff members

4) Competition for the scarce resources (money) doesn't encourage cooperation

5) Time and effort needed to establish and maintain linkages

The results of the present study indicates that the agencies do invest time and energy in developing linkages. Perhaps more incentive is needed to encourage increased proliferation of linkages.

3. Use and Non-use of CETA and Other Services by This Target Group

Based on the displaced homemakers interviews (Goal 2) the following tentative conclusion can be reached:

1) Initially displaced homemakers relied on friends, relatives and parents for support through their personal crisis

2) When they did recognize that they needed other help, they turned to CETA, federal welfare programs, women's programs/organizations, Indiana Employment Security Division and the Mental Health Center.

3) The agencies they felt helped them the most were women's programs/organizations (Fort Wayne skewing) and CETA

4) They felt that the first place they would send a new displaced homemaker was a women's center program/organization. They also recommended CETA, Indiana Employment Security Division.

5) If a person were looking for work they would recommend CETA, Indiana Employment Security Division, and women's programs.

In summary, CETA is identified as a good source of help for displaced homemakers. This number may be skewed because the displaced homemakers were identified for the workshops by the CETA agencies.

In addition, women's programs were identified as a good source of assistance. It should be noted that while each workshop location had a CETA agency not all had a women's program or a displaced homemaker program. A program combining these two sources of assistance could be very strong in meeting the needs of CETA eligible displaced homemakers.

It is interesting that vocational education was not identified as a source of help for displaced homemkers. This fact might be a result of the fact that CETA participants attend vocational education as a part of their training and identify it as a part of CETA rather than a separate agency. Vocational education does provide training for adults, including displaced homemakers.

GOAL 4: Make Recommendations for Future Funding and Program Designs

1. Definitions

a. The Department of Public Instruction should develop a definition of "displaced homemaker" based on the findings of this study. Identification of displaced homemakers should be required of all ABE programs on their annual performance report.

b. The State Board of Vocational and Technical Education should require the use of its definition of "displaced homemaker" in reporting information from its programs.

c. The CETA definition is very restrictive with the use of the phrase, "5 years or more".

d. Mental Health needs to develop a definition of "displaced homemaker" so staff members who are dealing with this target group in transition can identify their needs in their situation.

2. Vocational Education

It is evident from the displaced homemakers' interviews that they are not aware of the role that vocational education plays in their employability development. Vocational education is often a part of the CETA employability plan; it obviously is not utilized by individual displaced homemakers as often.

Vocational education then needs to work on its image so that participants realize its importance in their development. In addition, an inforced definition would enable staff to identify the characteristics of its participants.

3. Early Identification

The displaced homemaker seems to fall through the cracks. They are helped by CETA, vocational education, Adult Basic Education, and many other programs once they have identified the needs in themselves and are willing and capable of looking for outside help. Yet, the time of most intense need is before that decision is made, when the person is grappling with the emotional problems and new responsibilities of the situation.

Strategies need to be developed to identify these women in their time of need and offer assistance. Some suggestions include working with hospitals, hospice programs, lawyers, courts, funeral homes, bars and churches for referrals; getting information about the displaced homemaker's needs to mental health, women's organizations, and Council on Aging, etc.

4. Training for Community Service Personnel

In this study, interviews with community agencies indicated that many do not have definitions of displaced homemakers, do not identify displaced homemakers, and, consequently, do not specifically serve displaced homemakers.

To strengthen existing services and to apply these services to displaced homemakers, training programs should be established in all communities of the state. They should be focused at service providers, other community social service agencies, businesses, schools and the community in general. The content should include the definition of a displaced homemaker, the needs (unique and general) of the displaced homemaker, and the needed program components.

5. Advertising

In advertising for participants, it is recommended that the service be advertized, not the name displaced homemaker. If the services are stressed, the appropriate individuals will apply.

6. Name, Displaced Homemaker

The name, displaced homemaker, is a name that is widely used and accepted by legislation and programs. However it is really not appropriate or accepted by many women. They could be called "women in transition" or many other names. In conclusion, though it is better to keep the name, displaced homemaker because it is so widely known, the programs specifically for displaced homemakers should have a more service-oriented title.

7. Visible Coordinating Mechanisms

There are many valuable services existing in every community. However, a potential client is often not aware of what services exist or who provides the service.

It is recommended that a visible coordinating mechanism be established in an existing agency in each community to identify services and direct interested persons to the appropriate ones. This Visible Coordinating Mechanism should develop a central directory of services for all local agencies, act as a centralized intake, and refer clients by placing a call to the selected agency(s). It could serve all interested individuals and not be restricted to displaced homemakers or eligibility requirements. Its only services would be job counseling, referrals and a clearinghouse.

8. Continuance of Existing Displaced Homemaker Programs

The results of this study underscore a definite need for the continuance of existing displaced homemaker programs.

Displaced homemakers do possess needs different from other groups. Their needs for employment and training are similar to other clients, however, displaced homemakers follow different steps in meeting their needs. First they need to work through their emotional problems. In solving these immediate and personal problems, they need the understanding support of women and women as role models. In addition to typical job readiness and job retention skills, displaced homemakers need to develop an awareness of their self-worth, to increase their self-esteem. It is difficult to place older females whose lack of skills and work history make competition with young and more experienced females hard. Displaced homemakers seem to be recruited more easily using the special tactics designed for displaced homemakers rather than CETA's general recruitment methods.

It should be noted that not all displaced homemakers need the intense emotional support. Some are ready to go into employment and training programs immediately. Assessment procedures should be developed to identify the stage of training appropriate for each individual. The mechanism should exist for allowing displaced homemakers to be mainstreamed immediately if they are ready.

9. CETA's Role in Relation to Displaced Homemakers

CETA should continue to play an important role in displaced homemaker programs. The interviews indicate that CETA's services improve when it focuses on a target group regardless of whether the program operator is a CETA agency, a women's program, or another agency. It is evident that no one agency can meet all the needs of the displaced homemaker. CETA should continue to meet employment and training needs while the women's programs meet their emotional needs. Other agencies should provide services to displaced homemakers who are not CETA-eligible.

However, it is not sufficient to provide an optional women's program, then a CETA program. Someone must coordinate the services so that the displaced homemaker does not get lost in the shuffle. CETA should also identify an internal staff member responsible for following the displaced homemaker and providing support and counseling whenever needed.

10. Design of Model Program

As a result of the study, the following program design is recommended to provide services to displaced homemakers effectively and efficiently.

a. Before any program is funded, the needs of the displaced homemaker and services for displaced homemakers of the local community should be assessed. The agency conducting the assessment should be a visible women's agency. It should identify existing services at the universities, YWCA's, and other social service organizations.

b. Determine if there should be a women's center/displaced homemaker contact person and where it/she belongs.

c. An inventory of every social service agency, educational institution, etc. should be conducted. This inventory of services, target groups and eligibility criteria will serve as the basic source for the clearinghouse and referral service.

d. The women's center/contact person should be located in the agency identified as the most appropriate in the assessment phase. If possible, it should be located in a highly visible existing agency. Only if none of the existing agencies want to accept the responsibility or if none are appropriate, should a new agency be funded address the women's needs specifically.

e. The women's center/contact person should establish linkages with the other agencies in the community for displaced homemaker service delivery. Representatives from these agencies should form a coordinating committee to share information concerning programs and services and to guide the development of the women's center. If all of the services are not located under one roof, a system for providing cohesiveness of services to the individual must be developed.

f. The women's center/contact person in conjunction with the coordinating committee, should develop a plan to provide services to displaced homemakers. A flexible plan should be developed to meet the individual needs of the target group.

g. The women's center/contact person should develop a network from agencies on the coordinating committee. Formal linkages should be developed with those agencies who can provide the necessary services. If no service provider exists for a specific service, then the women's center can establish the needed component(s). The women's center should act as a clearinghouse for women in the community and refer displaced homemakers to the appropriate agency.

h. The women's center/contact person should internally identify a coordinator of the clearinghouse and contact persons within each linking agency.

i. The women's center/contact person and coordinating committee should formalize the follow-up, monitoring and evaluation plan. Each

component and the total package should be evaluated. Placement rates should not be the sole criteria of effectiveness; other criteria should evaluate achievement of component goals. The monitoring and evaluation plan is crucial when the displaced homemaker receives services from several organizations.

12. Network

A specific design for displaced homemaker programs is recommended by the Displaced Homemaker Network. A copy of that document is attached for informational purposes.

13. Alternative Sources

Due to future funding shortages, program operators should explore a variety of funding options. Volunteers or advocates may enlarge a staff. Perhaps changes can be made to allow alimony to become "rehabilitative alimony" - allowing the woman to begin training. Retirement plans and life insurance plans could include options to permit widows to upgrade their "skills through training".

14. Future Evaluation of Present Displaced Homemaker Programs

The seven displaced homemaker programs presently in operation should be tracked and evaluated over the next several years. The actual program evaluation in this research study has been minimal because most of the programs are just beginning or have had to make significant changes due to funding changes, etc. Longitudinal studies and summative program evaluation would upgrade information about the optimal displaced homemaker service delivery.

DISPLACED HOMEMAKERS NETWORK -- PROGRAM POLICY STATEMENT

The Displaced Homemakers Network believes that a comprehensive displaced homemaker program provides or secures the following component services that have been identified as meeting the unique needs of displaced homemakers. While every program may not have all of these components, it is an ideal to be worked toward. Job placement is a top priority and ultimate goal of program services.

- OUTREACH - adequate outreach that specifically targets displaced homemakers, and is matched to the racial/ethnic/age distribution of the displaced homemakers in the geographic area being served; in rural areas, may require itinerant programming

- INTAKE/ORIENTATION - procedures that recognize the lack of confidence common to displaced homemakers and the need for an immediate positive experience; orientation procedures that provide displaced homemakers with an introduction to the program and especially to other participants

- PERSONAL COUNSELING - individual personal counseling, guided support groups, crisis intervention services, on-going counseling both on a regular and as-needed basis, and appropriate referrals to mental health professionals and alcohol/drug abuse programs

- ASSESSMENT AND TESTING - a balanced use of interest inventories, skill testing, work samples, educational assessments, employability development plans, and other instruments and activities useful to adult women, with an emphasis on self-assessment and personal decision-making, and the identification and transfer of skills developed in homemaking, child-rearing, and volunteer work to the paid labor force

- CAREER/EDUCATIONAL COUNSELING - activities and resources presenting a broad range of career and educational options in the context of local labor market data, and including information about non-traditional jobs, vocational training, basic education, high school equivalency, financial aid, and short-term as well as traditional programs

- LIFE SKILL DEVELOPMENT - workshops on assertiveness training, single parenting, short and long-range planning and goal setting, financial management, dressing for the labor force, health concerns of mature women, and other requested topics

- SKILLS TRAINING - access to skill training programs (including classroom training, internships, and on-the-job training) in both traditional and non-traditional areas

- PRE-EMPLOYMENT PREPARATION - activities to prepare for finding and keeping a job, such as preparing a resume, filling out job applications, taking tests, handling interviews, and negotiating salary; discussions of rights and responsibilities on the job

- SUPPORTIVE SERVICES - needed services such as stipends, transportation allowances, books, arrangements for child care, emergency loan fund, clothes, tuition, equipment, and tutoring

- REFERRALS - initial referrals and follow-up advocacy for such services as legal aid, health care, housing, debt management, and vocational rehabilitation

- JOB DEVELOPMENT/PLACEMENT - outreach to potential employers, advocacy with employment services, direct program placement, guided job clubs, assisted self-placement; adequate follow-up and continued support

- PROGRAM MANAGEMENT - staffing that reflects the racial/ethnic composition of the geographic area served and that includes former displaced homemakers at all levels; appropriate management information systems that include up-to-date client files and monthly compilation of data on client characteristics and program results; public information activities to educate potential employers and the general public on displaced homemakers' needs and skills; appropriate linkages with other agencies and fiscal accountability

F. Significance of Project for -

1. Employment and Training Policy

Recommendations resulting from this study can help to provide employment and training agencies with information on programs, information on the needs of displaced homemakers, the profile of the displaced homemakers for identification of target groups, and recommendations of needed services (in identified area).

2 Target Population

The results of this report could be of tremendous benefit to the displaced homemaker if recommendations are implemented. It leads the service providers to a fuller understanding of what is provided currently in the state, what the displaced homemakers needs are and how these services should be provided. In effect, if all this information be seriously considered and implemented into programs for displaced homemakers, the result should be better services for displaced homemakers in the future.

3. Other IOOD/CETA Programs

This report looks at the present programs in the CETA system. It identifies those agencies in the state who have identified displaced homemakers as a target group and indicates the kinds of programs that they are providing or contracting for. It also indicates voids, gaps or duplications. It also illustrates the tremendous linking efforts of many of the service providers.

4. Linkage Agencies

This study offers seven linkage models and numerous examples of the wide variety of linkages.

5. The Area, State, Nation

This study is especially significant for the state of Indiana because it ...ates the current situation of programs and services for displaced ...emakers in the state. All of the outcomes, recommendations, products are ...rectly aimed at influencing the future of displaced homemaker programs in Indiana.

The products of this study, the Displaced Homemaker Profile, the statement of the displaced homemaker needs and the workshop format, could all be applied to the entire nation. This project could easily be replicated in other states.

IV. PROJECT REPLICATION

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A. Planning and Development

The design presented in this final report could be implemented as is and replicated in any other state of the country. For a complete description see Methodology, Techniques, Section II. D.

B. Staffing

Consultants from this project could conduct a similar study on other target groups or on displaced homemakers in other areas. In addition, they could provide guidance on the type of person or team of persons who could do something similar in another area.

C. Participants, Target Population

The populations in this project replication could be the same displaced homemakers or it could be expanded to other populations.

D. Geographical and Other Key Elements

This study could be replicated at the community level or at a state level. Minor adjustments might have to be made in adjusting it to a community level study.

F. Monitoring and Evaluation

The evaluation design contained in this study is somewhat unique and could be replicated very easily.

G. Budget

The budget would depend upon the scope of the project as it is being replicated.

V. PUBLIC INFORMATION

V. PUBLIC INFORMATION

The advertising for the Pulling Together Workshops was primarily the responsibility of the cooperating agencies. The research staff did provide a resource packet (Appendix H) for each agency to reproduce or use at it saw fit. This packet included:

A. A Pulling Together Flyer for printing and distributing
B. A news release appropriate for newspapers and radio stations
C. Articles and fact sheets
D. A checklist for preparing for the workshop

An example of publicity released prior to the Pulling Together Workshop in Fort Wayne is also included in Appendix H.

V . FUTURE PLANS

V. FUTURE PLANS

A. Project Continuation

The main thrust of this research project has ended with the termination of this contract. However, other activities could be conducted by the two participating agencies which may be valuable to displaced homemakers. At the present time, there is enough information available on service deliverers that a directory of displaced homemaker services could be compiled. In addition, we could develop program materials which respond to the needs identified by the displaced homemakers and by the community agencies.

B. Future Funding

With the termination of this contract no funding is available.

VII. SUGGESTIONS AND RECOMMENDATIONS

VI. SUGGESTIONS AND RECOMMENDATIONS

A. What We Learned

The Pulling Together Research Project investigated the characteristics of displaced homemakers in Indiana and assessed the programs and services which have been provided for them in the state of Indiana. These findings are organized by the major goal of the project.

Goal 1: Research the adequacy of employment and training services for Indiana displaced homemakers.

The literature indicates that in the last seven years tremendous strides have been made in providing services to displaced homemakers. The nation was made aware of the plight of citizens called displaced homemakers during that time. Many states recognized the problems and initiated steps to alleviate the problems of the past displaced homemaker laws.

In Indiana the picture is not so clear-cut. The state has not passed a displaced homemaker law, however state agencies have provided monies for the development of displaced homemaker programs. In addition, population statistics indicate that services currently provided do not meet the needs of the displaced homemaker.

Goal 2: Identify the characteristics of the displaced homemaker.

A computer cross-tabulation of 146 Demographic Forms indicate that the characteristics of the displaced homemakers which make them uniquely different from other groups in the population are:

a) They have been thrust into the labor market unprepared.
b) They are now the head of the household.
c) They have intense emotional problems which need to be dealt with before they are ready for training on a job.
d) They are either underemployed or unemployed.

As a result of open-ended questions in the Pulling Together Workshops and 49 in-depth personal interviews the displaced homemakers identified following characteristics of themselves and their needs. This list is representative only of the displaced homemakers in the present study.

a) The most debilitating problem of the displaced homemaker in the present study is dealing with the emotional trauma resulting from their change in marital status.
b) Their most important need is a job (money) and the means to get it.
c) They relied heavily on personal friends or family for immediate support.
d) When they sought outside help, the agencies they relied on were CETA, Welfare Programs, Women's Programs, Indiana Employment Security Division, and the Mental Health Center in that order.
e) Their major goals are financial security and improved self-concept.
f) They are willing to work hard for the personal improvement they identified as a way to meet their goals.

On the Demographic Forms the three most important program components are activities to the displaced homemakers in this study were:

a) I need to know what kinds of jobs are available.
b) I would like to assess my skills and match them up with a job.
c) I would like to feel better about myself.

Goal 3: Assess the effectiveness of past Indiana programs for displaced homemakers.

1) The interviews with representatives from 24 agencies in six sites in Indiana can be summarized as follows:

a) The basic criteria for the identification of a displaced homemaker is the loss of the head of the household through divorce, death, separation, or disability.
b) The displaced homemakers needs are similar to those of other clients but more intense.
c) The displaced homemakers' most immediate need is psychological, personal and emotional support.
d) They need money and the training or education to get a job.
e) The barriers to paid employment are self-esteem, marketable skills, transportation, child care needs, and age and sex discrimination.
f) Most of the agencies in this sample do not identify or specifically serve displaced homemakers except for referrals.

g) The displaced homemakers must break down the barriers of employment for themselves, a very slow process.

h) All agencies link with a wide variety of agencies to provide services for displaced homemakers; there are many other agencies with whom they could link for service provision.

i) Most of the agencies interviewed do not recruit displaced homemakers; those who do recruit do not feel they have reached the hidden population of displaced homemakers.

j) Most agencies do not have a method of identifying displaced homemakers.

2) The following seven displaced homemaker programs operated in Indiana during the fiscal year 1981.

a) In Bloomington, the Human Resources Department City of Bloomington operated a program for displaced homemakers funded by the Indiana Office of Occupational Development.

b) In the Delaware and Blackford Counties, the Delaware/Blackford Consortium supported an in-house displaced homemaker program.

c) In the Fort Wayne area, the Fort Wayne Consortium and later the Indiana Office of Occupational Development sponsored a displaced homemakers program operated by Fort Wayne Women's Bureau, Inc.

d) In Indianapolis, the WING program (Women Initiating New Growth) was funded jointly by the State Board of Vocational and Technical Education and the Indiana Vocational Technical College.

e) In the Lake County area, Lake County CETA sponsored a displaced homemaker program through Career Contact, Inc. a private consulting firm.

f) In Madison County, the Madison County Employment and Training Administration sponsored a displaced homemaker program operated by the Anderson College.

g) In New Albany, the State Board of Vocational and Technical Education funded a center for displaced homemakers operated by the New Albany/Floyd County Consolidated School Corp.

(The above list was accurate until September 30, 1981, since that time several changes in programs operation and funding sources have occurred)

3) The final report also lists information received by the researchers on the current services specifically for displaced homemakers within the state of Indiana and also current services for displaced homemakers as part of the population.

4) Through the Initial Surveys and follow-up information the research project identified 19 displaced homemaker programs which have been previously operated in the state of Indiana.

5) Through a series of Linkage Interviews with CETA agencies and social service or women's agencies in the cities with identified displaced homemaker programs. The linkage pattern of displaced homemaker programs was investigated. The key elements in linkage use are money, subcontactor relationship, referrals, information and support. The following methods of linkage development identified as a result of this research are:

1) Mandated by contract.
2) Through request-for-proposal process.
3) Personal contact
4) Networking
5) Volunteers (to establish linkages)

The barriers to linkages identified in the linkages interviews are:

a) Number and variety of agencies in the area
b) Linkages with a specific person in an agency means that when that person leaves the linkage is lost
c) Constant flux of agency and staff members
d) Competition for the scarce resources (money) doesn't encourage cooperation
e) The time and effort needed to establish and maintain linkages

6) Based on the interviews of the displaced homemaker in this study the following tentative conclusions can be reached on the use and non-use of CETA and other services by target group.

a) Initially displaced homemakers relied on friends, relatives, and parents for support through their personal crisis.

b) When they did recognize that they needed outside help, they turned to CETA, Federal Welfare Programs, Women's Programs/Organizations, Indiana Employment Security Division, and the Mental Health Center.

c) The agencies they felt helped them the most were women's programs/organizations (skewed by the large number of participants from Fort Wayne), and CETA.

d) They felt that the first place that they would send a new displaced homemaker was a women's program/organization. They also recommended CETA and the Indiana Employment Security Division.

e) If a person were looking for work, they would recommend CETA, Indiana Employment Security Division, and women's programs in that order.

Goal 4: Make recommendations for future funding and program design.

As a result of this study the following recommendations can be made:

1) The CETA definition is very restrictive with the use of the phrase five years or more. This phrase is not supported from the current study.

2) The Department of Public Instruction should develop a definition of a displaced homemaker and require it to be used in their annual performance report.

3) The State Board of Vocational and Technical Education should require the use of this definition of displaced homemakers in reporting information from its program.

4) Mental Health needs to develop a definition of a displaced homemaker so that staff members who are dealing with this target group in transition can identify there needs and their situation.

5) Vocational Education is not viewed very positively. It is not very visable to the displaced homemakers in our study. It then needs to work on its image so that participants can realize its importance in their development.

6) Strategies need to be developed to identify displaced homemakers in the time of greatest need and offer assistance then. This time in general is before the decision to look for outside help is made. At this time the person is struggling with emotional problems and the new responsibilities of their situation. Some suggestions for strategies inclu orking with hospitals, lawyers, courts, funeral homes, bars and churches for referrals. Information about the displaced homemaker's needs should be widely distributed to mental health women's organizations, council on aging, and other agencies which work with women.

7) From this study it is evident that community agencies do not have definitions of displaced homemakers, do not identify them, and therefore do not specifically serve them. To strengthen existing services and to apply these services to displaced homemakers, training programs should be established in all communities of the state.

8) Advertising for participants is recommended that the word "service" should be advertised not the name "displaced homemaker".

9) The results of this study underscore a definite need for the continuance of existing homemaker programs.

10) CETA should continue to play an important role in displaced homemaker programs. This study indicates that CETA services improve when the focus is on a target group regardless of whether or not a program operator is CETA, a women's program, or another agency. All agencies need to work together to meet the needs of displaced homemakers.

11) With the lack of federal funds in the future, program operators need to be resourceful in identifying funding sources. In particular they need to find ways of getting businesses to cooperate with them and to enlist the aid of state government and legislature in getting a lot of grants available to the local area.

12) As a result of this study a model program was designed. Its features include initial assessment of needs and services of the displaced homemaker identifying who can do their best

and if necessary establishing a women's center to act as a clearinghouse. This agency would link with other agencies to provide services that they provide best and supplement existing services within it only when they are needed.
In addition, it would act as a clearinghouse and refer displaced homemakers to the appropriate local agencies.

B. What We Think Others Should Know About Our Project

All of the areas in Indiana and Department of Labor Displaced Homemaker Network should be aware of our findings, listed above in

C. Suggestions for Repeating/Revising the Project

The model which has been described in this final report is a simple model which could be applied to other target groups or in other geographic areas. The linkage interviews could be conducted throughout Indiana as a basis for assessing the actual programs for displaced homemakers in the entire state.

If replication of this project is aimed at displaced homemakers, efforts should be made to actively seek out white and upper income displaced homemakers. Ordinary recruitment methods do not bring out these two client groups.

D. Recommendations for IOOD's Future Planning

In the future, it is recommended that the Indiana Office of Occupational Development study this report for ways in which they can respond to the needs of the displaced homemaker. In addition, IOOD can provide the information to Prime Sponsors and to ODC's on how they can serve this target group more efficiently. Basically, it can manage the linkages and cooperative programs which are recommended.

E. Recommendation to Other Project Operators

Project operators should consider how the displaced homemaker is responded to in other areas of the state. They should consider these findings in designing service delivery or in directing Prime Sponsors toward service delivery.

IX. APPENDIX ITEMS

IX. APPENDIX

A. Pulling Together Workshop Packet

B. Registration and Demographic Form

C. Displaced Homemaker Interview - Participant

D. Initial Surveys

E. Pulling Together Interviews with Community Agencies

F. Questionnaire for Linkage Site Visits for Displaced Homemakers

G. Workshop Materials for Agencies Participating in Workshops

H. Publicity Packets Sent to Agencies

I. The Dissemination Report

J. Bibliography

APPENDIX A. Pulling Together Workshop Packet

APPENDIX B. Registration and Demographic Form

PULLING TOGETHER

REGISTRATION AND DEMOGRAPHIC DATA FORM

Registration Date_____

Workshop Location_____

A. WORKSHOP PARTICIPANT INFORMATION

1. _____ City _____ State _____ County

2. Age: ___21 or under ___22-24 ___25-29 ___30-34
___35-39 ___40-44 ___45-49 ___50-54 ___55-59
___60-64 ___65-69 ___70 and over

3. Are you currently:

1_____ Never Married 2_____ Married 3_____ Divorced 4_____ Separated 5_____ Widowed

4. RACE/NATIONALITY 1_____ Black 2_____ White 3_____ Hispanic 4_____ Native American 5_____ Other

5. Are you handicapped? Yes_____ No_____

6. Are you the person primarily responsible for your own financial support? Yes_____ No_____

7. Number of Household Dependents_____
Age of your youngest child_____

8. EDUCATION - Highest level completed: Please Circle

Elementary/High School
1 2 3 4 5 6 7 8 9 10 11 12

College/Undergraduate
1 2 3 4

Graduate
1 2 3 4

Technical/Trade
1 2 3 4 5 6

9. DEGREES RECEIVED: GED_____ H.S. Diploma_____ BA/BS_____
Graduate Degree_____ Technical/Trade Diploma_____

10. What is the calendar year of your last educational enrollment?

B INCOME INFORMATION

1. Income earned by myself during the last 12 months: (not including AFDC, Social Security, child support, etc.)

___$3,000 or less
___$3,001 - $5,000
___$5,001 - $7,500
___$7,501 - $9,000
___$9,001 - $10,000
___$10,501 - $12,000
___$12,001 - $15,000
___$15,001 - $20,000
___over $20,000

2. Total Family Income during the last 12 months: (include your income, but not AFDC, Social Security, etc.)

___$0 - $3,000
___$3,001 - $5,000
___$5,001 - $7,500
___$7,501 - $9,000
___$9,001 - $10,000
___$10,501 - $12,000
___$12,001 - $15,000
___$15,001 - $20,000
___over $20,000

3. Other Income (AFDC, Social Security, child support)
$_____ per month Source _____

C. EMPLOYMENT INFORMATION

1. Have you worked primarily as a homemaker for at least several years? Yes_____ No_____

2. Have you ever been employed? Yes_____ No_____

3. What is the calendar year of your last paid work experience?

4. Are you currently employed? Yes_____ No_____

5. Have you ever relied on the income of another family member to support yourself and your family?

Yes_____ No_____

6. Have you lost that source of income? Yes_____ No_____

How long ago? _____

Please circle reason -

Death Disability Separation Divorce

Layoffs Other

7. Have you ever relied on federal assistance to support yourself and/or your family? Yes_____ No_____

Are you still eligible for public assistance? Yes_____ No_____

8. Have you found that your economic status has changed since your change in marital status?

_____Yes, for the better _____Yes, for the worse
_____No real difference _____It has varied a lot since that time

Comments:

9. Have you found that your lifestyle has changed since your change in marital status? Yes_____No_____

Comments:

10. Are you satisfied with your current employment status?

Yes_____ No_____

11. Have you had difficulty finding the right job to support yourself and your family? Yes_____ No_____

D. IF YOU ARE CURRENTLY EMPLOYED, PLEASE ANSWER THESE QUESTIONS?

1. Are you employed?_____ Full Time_____ Part Time_____

2. What is your current job title?_____

3. Do you want to change jobs? Yes_____ No_____ Don't Know_____

Please circle reason -

Death Disability Separation Divorce

Layoffs Other

7. Have you ever relied on federal assistance to support yourself and/or your family? Yes_____ No_____

Are you still eligible for public assistance? Yes_____ No_____

8. Have you found that your economic status has changed since your change in marital status?

_____Yes, for the better _____Yes, for the worse
_____No real difference _____It has varied a lot since that time

Comments:

9. Have you found that your lifestyle has changed since your change in marital status? Yes_____ No_____

Comments:

10. Are you satisfied with your current employment status?

Yes_____ No_____

11. Have you had difficulty finding the right job to support yourself and your family? Yes_____ No_____

D. IF YOU ARE CURRENTLY EMPLOYED, PLEASE ANSWER THESE QUESTIONS?

1. Are you employed?_____ Full Time_____ Part Time_____

2. What is your current job title?_____

3. Do you want to change jobs? Yes_____ No_____ Don't Know_____

If you answered YES, please indicate why you want to change jobs. CHECK ANY REASON BELOW WHICH APPLIES TO YOU:

1._____ I want to remain in my current occupation, but move to a job which makes maximum use of my knowledge and skills.
2._____ I want a job for which I've completed formal training.
3._____ I want a job in an improved work environment.
4._____ I want an occupation which is totally new and different from what I've done.
5._____ My current job is only temporary or part-time.
6._____ I want a higher paying job.
7._____ I want a job in an area where I have substantial work experience.
8._____ I want to become self-employed (start my own business, free lance, etc.)
9._____ Other, please specify:

E. IF YOU ARE UNEMPLOYED, PLEASE ANSWER THESE QUESTIONS -

1. How long have you been unemployed? _____ Years _____ Months

2. Check any reason(s) that apply to you:

_____ I lack any work experience
_____ I have never needed a job
_____ I was fired from my last job
_____ I quit because of low pay
_____ I quit for other reasons, please specify:
_____
_____ I lack the necessary skills or education
_____ I had transportation problems
_____ I had childcare problems
_____ I quid due to illness
_____ I was laid off
_____ Other, please specify:
_____

3. What is the Job Title of your most recent employment:
_____

4. Are you currently looking for work? Yes_____ No_____
If yes, how long have you been looking for work?

_____ 1 - 3 weeks
_____ 4 - 6 weeks
_____ 7 - 9 weeks
_____ 10 weeks or more

F. What programs would you like to see offered in this community? The following checklist may help you sort out what it is you need and want. You may want to check every item.

_____I want to meet other women who are or have been in similar positions.
_____I need to know what kinds of jobs are available.
_____I would like to assess my skills and match them up with a job.
_____I would like to learn to cope with stress.
_____I need to get work as soon as possible.
_____I would like to learn to search for a job and plan for a future career.
_____I want to feel better about myself.
_____I would like to get health care information.
_____I would like to learn resume and job interview techniques.
_____I would like some personal counseling.
_____I would like to be referred to school or job training.
_____I would like to learn to take charge of my life and act more assertively.
_____I need legal advice.
_____I would like to know where to go for help.
_____Other:

APPENDIX C. Displaced Homemaker Interview - Participant

DISPLACED HOMEMAKER INTERVIEW

PARTICIPANT

1) Name the three things you need most right now.

2) What do you wish you were able to do right now?

What stands in your way?

3) On your intake form you mentioned that you were

_____divorced _____widowed _____separated

How did you feel when you first realized your marital status would change?

4) What individual(s) did you turn to for help?

5) What agencies did you turn to for help?

6) Who helped you the most at this time? How?

7) What made you decide that you needed outside help?

8) How soon after did you seek help?

9) What were some of the strongest feelings you had at this time? (Frustration, anger, loneliness, disappointment)

10) Where would you feel a woman who is recently divorced, widowed or separated should go for help? Are these the same agencies you approached when you needed help?

11) What agencies in your community would you approach for your employment and personal needs?

12) How do you get information about jobs and careers?

13) What advice would you give to a woman who has just been widowed, divorced or separated?

14) Additional Comments:

15) Interviewers' Notes:

APPENDIX D. Initial Surveys

PULLING TOGETHER

INITIAL SURVEY

Please return completed survey to:

Bonnie Maitlen
Pulling Together
Employment, Training and Educational Services, Inc.
745 North Main Steet - P.O. Box 372
Bluffton, Indiana 46714

Organization Type of Organization

Address City State Zip

Phone Director

A. Are you currently administering a program for displaced homemakers?

Yes - Please respond to questions 1-7

No - Skip to question B, page 4

1) What is the general purpose of the program?

2) What services are being provided (i.e. employment and training, referral, counseling, job placement, job readiness, skills training, ABE/GED, transportation?

3) What percentage of your total client population may be classified as displaced homemakers?

4) How is the program being funded?

5) How many participants do you plan to serve?

6) What is the eligibility criteria for participation?

7) How long will the program operate?

7) How long will the program operate?

8) What linkages have been established?

9) Other information that may be of interest to us.

10) May we visit your program?

Yes

No

11) Program Information

Organization

Address

Contact Person Title

Phone

B. Are you currently administering services to displaced homemakers?

Yes, Respond to questions 1 - 7
No, Skip to C

1) What services are you currently providing to displaced homemakers?

2) What percentage of your total client population are likely to be displaced homemakers?

3) How many individuals are receiving diplaced homemakers services?

What percentage of your population does this represent?

4) How do you receive funds for these services?

5) How does a person qualify for these services?

6) How can an individual be referred to these services?

7) Other important information:

C. Have you administered a displaced homemaker program in the past?

Yes - Please respond to questions 1-7

No - Skip to question D

1) What was the general purpose of the program?

2) What services did the program provide?

3) How was the program funded?

3) How was the program funded?

4) How many did it serve?

5) What was the eligibility criteria?

6) How long did the program operate?

7) May we contact you for more information?

Yes_____

No_____

D. Have you provided any displaced homemaker services in the past (other than a program described in C).

Yes, respond to questions 1 - 7
No, skip to E.

1) What services were provided in the past?

2) Are these services still being provided? If no, why not?

3) What percentage of you total client population did the displaced homemakers represent?

4) How many individuals received these services?

5) How did a person qualify for these services?

6) How was an individual referred to these services?

4) How many individuals received these services?

5) How did a person qualify for these services?

6) How was an individual referred to these services?

7) Other important information:

E. Are you aware of any Displaced Homemaker Programs currently operating in your area or elsewhere in Indiana?

Program_____

Organization_____

Address_____

_____

Contact Person_____

F. Are you interested in receiving information generated from this project?

Yes

No

G. Would you be interested in receiving a statewide directory of displaced homemaker activities?

Yes, if yes, please respond to questions 1 - 6

No

1) Would you be interested in being listed in a statewide directory?

Yes

No

2) Would you be willing to pay a nominal fee for the directory?

Yes

No

3) What are your hours of operation?

Days Hours

4) How can a displaced homemaker receive your services (i.e. walk in, call in, referral from another agency) please be specific?

4) How can a displaced homemaker receive your services (i.e. walk in, call in, referral from another agency) please be specific?

5) Eligibility Requirements: (Specify)

Age

Residential Requirements

Income

Employment Status

Other

6) What are your fees for providing services?

APPENDIX E. Pulling Together Interview with Community Agencies

PULLING TOGETHER
SURVEY QUESTIONS

COMMUNITY AGENCIES

Organization_____

Individual Interviewed_____

Length of Time With Agency_____Position_____

Involvement With Displaced Homemaker Services_____

_____

1. How would you define a displaced homemaker?

How do you see her needs differing from the needs of other clients? other women?

2. What percentage of your clients are likely to be displaced homemakers?

3. Describe the needs of the displaced homemaker.

4. What barriers do you feel the displaced homemaker faces in going from the home to paid employment?

5. How difficult do you feel it would be to break down these barriers? Do you feel your agency is equipped to do this? Why or why not?

6. If you were required to provide services to displaced homemakers, what changes would your agency have to make?

7. If a displaced homemaker came to you, what services could you provide to her? Would that be enough? If not, where would you send her?

8. What linkages has your agency developed with other organizations? Who could provide services to the displaced homemaker?

9. List the agencies in your area who could provide services to the displaced homemaker?

10. What is your procedure for referring an individual to another agency? What follow-up is done?

*Note - Questions 11-14 will probably be more appropriate for agencies providing services to displaced homemakers.

11. Why do you not have services for displaced homemakers?

12. Who do you feel would be more appropriate to deliver DH services?

13. Who in the community do you call upon to suggest service providers for DH?

14. Would you like to become more informed about the displaced homemakers?

*Note - Questions 15-20 are probably more appropriate for those agencies who do not provide any services to displaced homemakers.

15. List the agencies in your area who could provide services to the displaced homemaker?

16. What is your procedure for referring an individual to another agency? What follow-up is done?

17. Why do you not have services for displaced homemakers?

18. Who do you feel would be more appropriate to deliver DH services?

19. Who in the community do you call upon to suggest service providers for DH?

20. Would you like to become more informed about the displaced homemakers?

APPENDIX F. Questionnaire for Linkage Site Visits for Displaced Homemakers

Instructions for the use of the Linkage Survey

The Linkage Survey is intended to be used as an interview guide when talking with providers of displaced homemaker services in the community. The survey can be used by various organizations within the same community and should help to document how effective displaced homemaker services are in the community, what organizations are working together, and how services for displaced homemakers might be improved.

The interviewer can deviate from the questions that are listed. The questions have been formulated to generate discussion and to insure that different organizations are asked the same questions. If an organi-zation has a difficult time responding to the question, try posing the question in a different way or provide an example.

The most effective use of time would be to include several individuals from the same organization in the interview session. These individuals can provide differing perspectives based upon their positions and their involvement with displaced homemakers. It might be important to include the Director, individual in charge of programs for women, individual in charge for program development, an operational staff member and counselor or coordinator.

Agency: _____

Interviewee: _____

Interviewer: _____

Date: _____

Questionnaire for Linkage Site Visits for Displaced Homemakers

1. Describe the displaced homemaker services that your organization is currently providing.

2. What services are a part of your program?

3. Who funds your program?

4. How do you recruit participants for your program?

5. Do you rely on other organizations or agencies to help you recruit the displaced homemakers for your program.?

6. Have you had difficulty recruiting individuals for your program? If so, why do you think you have had problems?

7. What agencies or organizations cooperate with you in the delivery of your program (refer participants to you, provide volunteer help, offer services, etc.)

8. Of the agencies that you work with, how did you establish the working relationship with the linkage?

9. What do you offer the organization with whom you work most closely? What do they offer to you?

10. How do the displaced homemaker participants benefit from this relationship or linkage?

11. Do you find that in your community there is a duplication of services for displaced homemakers? If so, what are the duplications?

12. What other organizations provide services for displaced homemakers in your community?

13. Have you established linkages with these organizations?

14. What services are needed that are not presently being provided? Who do you feel should provide these services?

15. What state organizations do you rely on for information or assistance with your program?

16. What does this (these) organization(s) offer to you?

17. How supportive is the community in your efforts to help displaced homemakers?

18. Are there groups within your community who provide your program with support or assistance? If so, who?

19. Does your program place displaced homemakers into employment? If so, what placement services do you offer (example: classes, counseling, job leads, coaching, etc.)

20. What percentage of your enrollees have been placed into jobs? (Indicate both the number and the time periods.)

21. What is the average rate of pay of the women who are placed into jobs?

22. What are typical jobs that women from your program enter?

23. How many participants has your program served during the past year?

How many participants did you plan on serving during the past year?

24. In your opinion, how effectively has the employment and training organization/service provider in your community served displaced homemakers?

    Why do you feel they have been successful/unsuccessful?

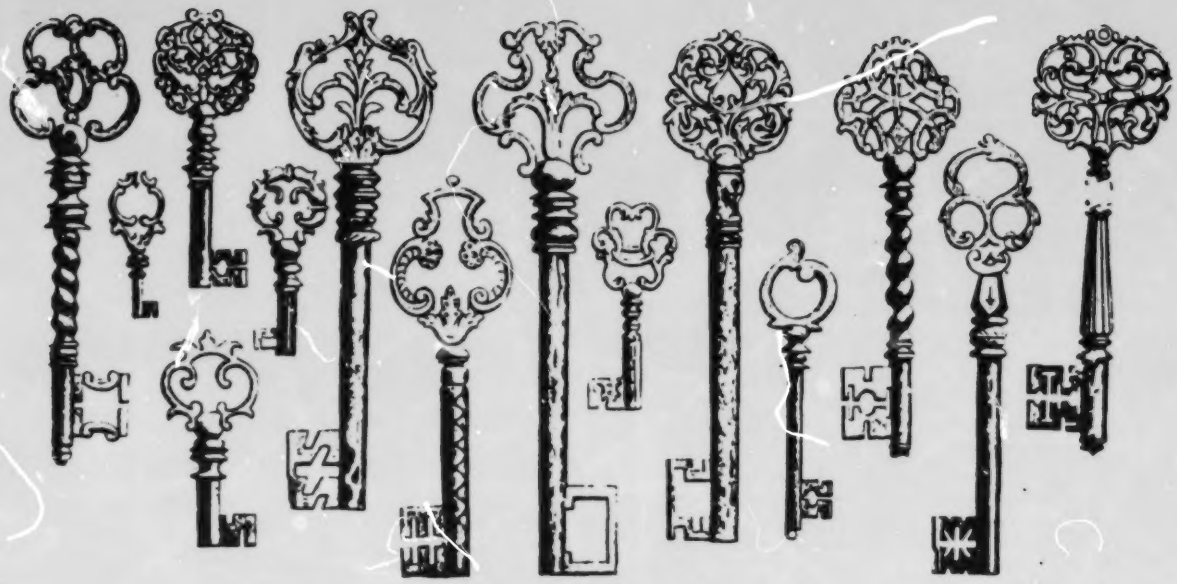
25. Do you feel that the needs of the displaced homemaker differ from the needs of other individuals in the community? If so, why?

26. Do you feel the needs of the displaced homemaker are so different that they must be served through their own delivery mechanism as opposed to other systems? (For example: CETA, adult basic education, community action agencies, etc.)

27. Do you feel that a group of organizations working together could provide improved services for displaced homemakers? If so, how could you get those organizations to begin working together?

28. What delivery systems do you feel can serve displaced homemakers most effectively? Why?

APPENDIX G. Workshop Materials for Agencies Participating in Workshops



Dealing with gatekeepers: which is myth and which is fact?

Put an "M" next to the items below you consider myth and an "F" next to those you consider fact.

____ **1.** Women have a poor attendance record at work because of illness.

____ **2.** At comparable jobs, women have no higher rate of turnover than men.

____ **3.** A woman must have four years or more of college before she can expect to equal or exceed the pay of a man who dropped out of school after eight years or less.

____ **4.** Women who work during their lives work for an average of about 12 years.

____ **5.** Most women who work do so from basic economic necessity.

____ **6.** Black women have an advantage over black men in finding employment.

____ **7.** The employment of mothers leads to juvenile delinquency.

I Used to be a Displaced Homemaker...

-"I was a widow and all my husband's insurance was gone. I had 12 years until his Social Security would start. I took a course at the community college to learn about different trades. Then I studied basic electronics and got placed in a company that pays me $5.50 an hour. Now they're training me to be a technician. The future looks a lot brighter than before."

-"After my husband died, I went to a Displaced Homemaker Center to figure out what I could do to earn money. They suggested that since I'd been cleaning house for 30 years, maybe I should start a cleaning service of my own. They helped me get into a program at the vocational school to learn about managing a small business, how to get financing, etc. I've got four people working for me this year and I'm prouder of this than anything I've done in my whole life."

-"I had a baby when I was in the 10th grade and dropped out of school. But I always found it easy helping my kids with math. In the process, I learned algebra and trigonometry with them. Now I'm majoring in data processing at the university."

-"Five years ago my husband and I came to the U.S. At home I used to do a lot of things, like helping out at the hospital and working with families with sick kids. One day my husband said 'goodbye' and went back. I stayed, even though I was scared stiff. One of my neighbors made me go to an adult education class to improve my English. They told me about different kinds of health care jobs, since I liked that kind of work. Now I'm in a work-study program for inhalation therapy. When I finish, I'm pretty sure I'll have a job there."

-"I applied to the voc-tech school after my divorce to get training for a job...any job. My son had gone there. I thought they were crazy when they said if I learned how to be a machinist, I'd have no trouble getting work. I was desperate enough since I was down to my last hundred dollars so I said O.K. I had no trouble keeping up with those 16 year old kids in class. I only answered about four ads before I was hired and I've already joined the union."

-"I got my degree in liberal arts 15 years ago. When I was divorced and needed a job, I went through a short career exploration program. My volunteer experience paid off. I'm now the executive director of our local Chamber of Commerce."

Vocational Counseling for Displaced Homemakers: A Manual.

When the glass slipper shatters...

By CAROL SCHAAL
Staff Writer

The knight in shining armor was last seen galloping off to battles far, far away. He left behind his wife — a fair, gracefully aging lady who ran his household with charm and ease and raised several rosy-cheeked youngsters.

The knight had promised to look after his fair lady forever. She would be safe, secure and comfortable in their castle, he'd vowed. She needn't worry about the big bad world out there, full of dragons and demons, he'd said.

Then he left. And the fair lady, whose rosy-cheeked children had already gone to fight their own wars, found that charm and grace could not pay the castle rent, nor could it buy venison or new slippers when she needed them. She did not live happily ever after.

For many women, this situation is not a fairy tale. These women are called displaced homemakers, and the Department of Labor estimates there are 81,000 of them in Indiana alone.

According to the Fort Wayne Women's Bureau, a displaced homemaker is defined as one who:

- Has worked primarily as a homemaker for several years.
- Has relied on the income of another family member or on federal assistance for support.
- Has lost that source of income (through death, disability, separation, divorce, etc.).
- Has had difficulty finding a job, or finding the right job, to support herself and/or her family.

Meg Eastes, a Women's Bureau staff member, knows the difficulties displaced homemakers face when they're forced to support themselves. She was one, and, she says with a tinge of bitterness, "Those years spent as a homemaker and raising children are worth nothing financially -- they're worth nothing at all."

Eastes admits she was one of the lucky ones. When she and her husband separated, she was only a year away from getting a teacher's certificate. She managed to support herself and her two small children during that year and during a long illness following graduation with the help of family, money from her divorce settlement, borrowed money and a part-time job as a waitress at a pizza restaurant. She now teaches English at Garrett High School.

Eastes had a career goal, and was still fairly young. Many displaced homemakers, however, have neither advantage going for them. Lack of skills and age discrimination are common burdens.

As the National Organization for Women's Task Force on Older Women described the problem in the late 1970s, "Displaced homemakers are subject to the highest unemployment rate of any sector in the work force. They face discrimination in employment because they are usually women, older, and have no recent paid work experience."

The problems of displaced homemakers have garnered national concern. The Vocational Educational Amendment of 1976, said Eastes, "states explicitly that displaced homemakers are a target group to be served by vocational education. A target population means you develop programs especially for that group."

Those programs, many funded federally through CETA, offer job counseling, training and emotional support to displaced homemakers. But Indiana, Eastes said, has lagged behind in developing such services for displaced homemakers.

Now, she said, the state is beginning to act on the problem. The Indiana State Board of Vocational and Technical Education recently awarded a grant to the Fort Wayne Women's Bureau to sponsor four speak outs for displaced homemakers.

The speak outs, said Eastes, who is project director, have several functions. One is to provide a forum for displaced homemakers to detail their needs and offer suggestions as to what services they'd like to see offered; another is educational. Displaced homemakers attending the speak outs will be given information about agencies that can provide them with job counseling and training and other aid.

"It will be kind of a mini-workshop for them," Eastes said.

But the main purpose of the project, said Eastes, is to provide a way to let vocational educators know what the displaced homemaker needs.

Representatives from various local social service agencies will attend the speak outs, both to detail what they can offer and find out what more needs to be done.

"Through these speak outs, the vocational educator will see what's needed and fill the gaps," Eastes said.

"I really think society owes this to homemakers," she added. "They've paid a lot of lip service to homemaking and mothering."

And when that homemaker or mother suddenly becomes financially responsible for her own or her family's support and needs some self-confidence, job counseling and training and help in finding a job, Eastes wants it to be available.

For the displaced homemaker

Three local and one regional "Speak Out for Displaced Homemakers" programs have been scheduled by the Fort Wayne Women's Bureau, with funding by the Indiana State Board of Vocational and Technical Education.

The mini-workshops will be from 9 a.m. to noon Saturday in the Step Center, Kendallville; from 9 a.m. to noon July 26 in Best Hall at Tri-State University, Angola, and from 9 a.m. to noon Aug. 9 in the YMCA, Huntington.

The regional speak out will be Aug. 16 in the media center at North Side High School.

Included in the speak outs will be tips on where the displaced homemaker can go for help with education, job-finding and social service problems. Those attending the speak outs will have an opportunity to express their specific needs and talk about the types of programs they'd like to see offered.

The Fort Wayne Journal-Gazette Thur., July 10, 1980

EXCERPTS FROM LAURIE SHIELDS' SPEECHES . . .

"The term 'Displaced Homemaker' may not be a very familiar one yet, but the person it describes is all too familiar."

"We're a minority you may not have thought much about, but our plight is very real--especially those of us recently divorced or widowed. People our age (she is 56) were raised to believe marriage meant security. Most laws still seem to assume that. The assumption, unfortunately, is unwarranted."

"I would imagine that every one of us knows of someone who fits this typical description:

> *a middle-aged woman, a homemaker most of her adult life, dependent on her husband for her income and security, who suddenly finds herself alone because of divorce or widowhood with little or no income and few marketable skills.*

"It is a sad picture of a growing problem. It is the payoff to a woman who has fulfilled society's traditional definition of a woman's role."

"She is encouraged to stay home and care for her family, but when she grows old, she is penalized for not having 'worked'."

"She must therefore settle for a job with low status, low responsibility and low pay, <u>IF</u> she is lucky enough to get a job at all."

"Prevailing cultural attitudes, sexism, and ageism all work against her. An old maxim holds that a man of 40 is in his prime, but a woman of 40 is over the hill."

"These women have done what America has traditionally asked them to do, but they are penalized for it."

"(The homemaker) is not paid, gets no pension and is totally dependent. She contributes to her family and to the community, but those contributions can't help her when she has to support herself."

"Homemaking is an isolated profession. Homemakers are the largest group of unorganized labor in the country."

Homemakers are an unrecognized and unpaid part of the national labor force who make an invaluable contribution to the welfare and economic stability of the Nation, but who receive no health, retirement, or unemployment benefits as a result of their labor.

-DISPLACED HOMEMAKER ACT

I've never worked. I just cook, clean, bus the kids, iron, sew a few clothes, handle the budget, fix the toaster when it smokes, grow a few plants, put up wallpaper, paint a few walls, fix the plumbing, rewire the lamps, nurse the kids when they are sick ... who would hire me?

-EARNING A BREADWINNER'S WAGE:NON-TRADITIONAL JOBS FOR WOMEN OI AFDC

Remember: You have been doing valuable work-work that can be translated into the job market.

If you sew ...

* you can read and follow directions
* you have good form and spatial perception
* you have ability to read a pattern
* you have manual and finger dexterity
* you can set up and troubleshoot a machine

You would use these same skills if you were a ...

* business machine repair person
* carpenter
* machinist

If you have volunteered with an environmental group, you may have been involved in ...

* volunteer training
* newsletter publication
* speaking with community groups
* fund raising
* investigating a local industry's pollution practices

These same activities would be done in such jobs as ...

* public relations/communicator
* teacher
* editor
* researcher
* community organizer

Answers to myths and facts

1. Myth

The fact is that the Women's Bureau of the U.S. Department of Labor states (May 1974) that a recent Public Health Service study found that there is less than a fraction of 1 percent difference in the absentee rate of men and women because of illness or injury: 5.6 days a year for women compared with 5.2 for men.

2. Fact

At comparable jobs, women have no higher rate of turnover than men. The Women's Bureau of the U.S. Department of Labor states (May 1974) that studies on labor turnover indicate that net differences for men and women are generally small. In one survey by the U.S. Department of Labor (1973 statistics indicate that 11 percent of the men changed jobs one or more times, while only 8.6 percent of the women made such changes.

3. Fact

A woman must have four years or more of college before she can expect to equal or exceed the pay of a man who dropped out of school after eight years or less. The *Monthly Labor Review* reports (January 1974) that the median dollar earnings of year-round full-time workers 18 and older, March 1973, were $7,577 for men with eight years or less education and $8,925 for women with four years or more of college. Women with one to three years of college earned $6,465.

4. Myth

The fact is that the Women's Bureau reports (May 1974) that the average woman worker has a worklife expectancy of 25 years. Single women average 45 years in the labor force.

5. Fact

Most women who work do so from basic economic necessity. The Women's Bureau reports (May 1974) that of the nearly 34 million women in the labor force in March 1973, nearly half were working because of pressing economic need. They were either single, widowed, divorced, or separated or had husbands whose incomes were less than $3,000 a year. Another 4.7 million had husbands with incomes between $3,000 and $7,000—incomes that did not meet criteria established by the Bureau of Labor Statistics for even a low standard of living for an urban family of four. One out of 10 women workers in March 1973 was head of the family.

6. Myth

The fact is that unemployment statistics disprove this commonly held belief. The unemployment rates for 1966, 1969, and 1973 were as follows:

	1966	1969	1973*
Black men	6.6%	3.7%	7.6%
Black women	8.8%	6.0%	10.5%

* (Figures for 1973 represent all minority races.)

Unemployment is more severe among black women than among any other group in the population.

7. Myth

According to the Women's Bureau (May 1974), studies show that whether or not a mother is employed does not appear to be a determining factor for the causes of juvenile delinquency. Indications are that it is the quality of a mother's care rather than the time consumed in such care that is of major significance.

DOs AND DON'Ts
For Mature Job Seekers

DO Stress your qualifications for the job opening.
DO Recount experience you have had which would fit you for the job.
DO Talk and think, so far as possible, about the future rather than the past.
DO Indicate where possible, your stability, attendance record and good safety experience.
DO Remember that older employees are capable, dependable, trainable, careful and steady.
DO Try to learn ahead to time about the company and it products.
DO Assume an air of confidence.
DO Approach the employer with respectful dignity.
DO Try to be optimistic in your attitude.
DO Maintain your poise and self-control.
DO Try to overcome nervousness or shortness of breath. (It helps to take a deep breath.)
DO Hold yourself erect.
DO Apply for a specific job or jobs.
DO Answer questions honestly and with straightforwardness.
DO Stress the contribution you can make to the enterprise.
DO Have available a list of former employers, time and period of service.
DO Apply for the job in person.
DO Let as many people as possible know you are "job hunting."
DO Know the importance of getting along with people.
DO Recognize your limitations.
DO Make plenty of applications.
DO Indicate your flexibility and readiness to learn.
DO Be well-groomed and appropriately dressed.

* *

DON'T Keep stressing your need for a job.
DON'T Discuss past experience which has no application to the job situation.
DON'T Apologize for your age.
DON'T Be untidy in appearance.
DON'T Display "cocksuredness."
DON'T Cringe or beg for consideration.
DON'T Speak with muffled voice or indistinctly.
DON'T Be one of those who can do anything.
DON'T Hedge in answering questions.
DON'T Express your ideas on compensation, hours, etc. early in the interview
DON'T Hesitate to fill out application, give references, take physical examination or tests on request.
DON'T Hang around, prolonging the interview, when it should be over.
DON'T Go to an interview without a record of your former work connections.
DON'T Arrive late and breathless for an interview.
DON'T Be a "know it all" or person who can't take instructions.
DON'T Depend upon the telephone for your job.
DON'T Isolate yourself from contacts who might help you find a job.
DON'T Feel that the world owes you a living.
DON'T Make claims if you cannot "deliver" on the job.
DON'T Display a feeling of inferiority.

APPENDIX H. Publicity Packets Sent to Agencies

PULLING

ARE YOU...

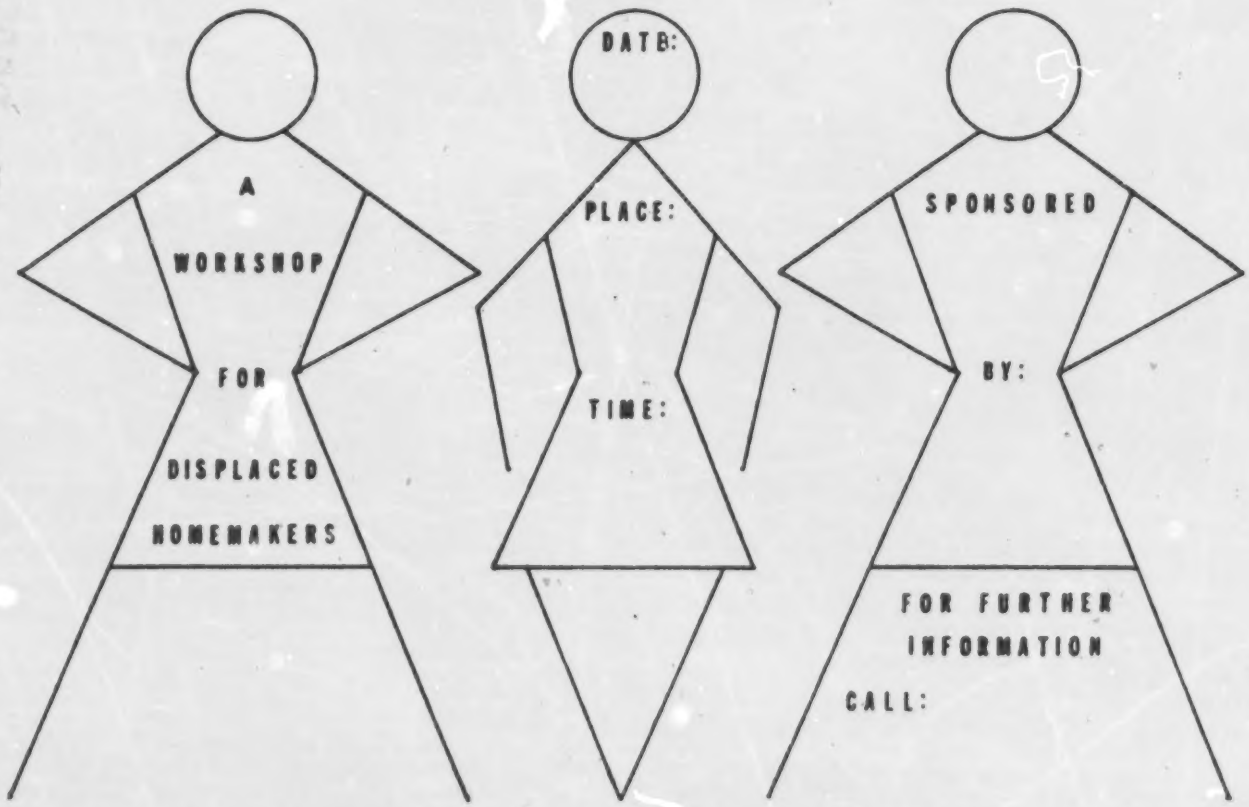
UNEMPLOYED - or looking for something better? Do you feel that you need to find out more about yourself before you find a job? Or maybe you need to learn new skills, or expand your knowledge before you feel ready.

SEARCHING - for other women who are in a situation similar to yours with whom you can share concerns, frustration, feelings? Or agencies who stand ready to help?

WILLING - to invest three hours in a workshop that will make you feel good about yourself, direct you toward services and agencies, give you an opportunity to meet other women who have needs similar to your own?

THEN...

PULLING TOGETHER - is for you. Consider it a gift from us to you. Because you are a special person.



TOGETHER

DISPLACED HOMEMAKERS AIDED

Bureau, CETA Sign Contract

By BECKY RICHARDS
Accent Staff Writer

The Fort Wayne Women's Bureau has signed a $61,000 contract with the Fort Wayne Area CETA Consortium to conduct a comprehensive training program for displaced homemakers, beginning Feb. 23.

The bureau also is participating in a $67,918 statewide research project with Employment Training and Educational Services, Inc., a non-profit research and consulting firm in Bluffton, to develop a profile of Indiana's displaced homemaker.

Generally, a displaced homemaker is defined as an individual, most often a woman, who has been dependent on a spouse for income and, because of divorce, widowhood, disability of the spouse or termination of government assistance, is forced into the labor market without skills or experience.

Reaching all displaced homemakers has been difficult because they have not been systematically identified.

The Women's Bureau has serviced at least 130 women identified as displaced homemakers in the last year, through a series of "speak outs" funded by the State Board of Vocational and Technical Education, its own programs and through a series of CETA-funded three-week programs last summer.

The statewide research project will, for the first time, give an overall picture of the number and needs of displaced homemakers.

About 125 to 150 women throughout Indiana will be interviewed for that project and 1,500 agencies will be surveyed "to come up with a catalogue of services being provided, and from there, we will see how effective we have been in working with the displaced homemaker," said Bonnie Maitlen, deputy director of the Bluffton consulting firm and project director.

"It will give us a better picture of what funding is needed and possibly what delivery mechanisms are best to reach to displaced homemaker," Maitlen said.

Project research began last October and will conclude Sept. 30, the same date the CETA-funded contract with the bureau is to end.

It's possible the contract will continue through Dec. 31 if additional CETA funds are available, said Harriet Miller, director of the Women's Bureau.

The contract will provide for intensive seven-week classes for CETA clients who have been identified as displaced homemakers. Its funds are part of CETA's Title II-D monies designated for training programs, said Steve Carona, public relations officer for the CETA Consortium.

Displaced homemakers are one of several groups the consortium has targeted for assistance, he said.

Twelve women, who range in age from 21 to 44, will participate in the first class beginning Feb. 23. They will identify their career goals, skill strengths and weaknesses and do self-directed research "to see what's available in their fields of interests, what it takes to be qualified for them and to get employment," Miller said.

Joanne Harber Porter is project coordinator and Rikki Goldstein will be the counselor. Persons to fill another fulltime and parttime position will be announced.

> "They have devoted their lives to raising families. . .They come from the work ethic concept. They need the means to always have dignity and be in control of their lives."
>
> — Harriet Miller

"This is our first opportunity to offer this kind of comprehensive approach for the displaced homemaker," Miller said. "In addition to providing this kind of service for CETA clients, it allows us to develop a program that can serve as a model for others in the state and permits us to do some intensive work with women who have been identified as needing this type of assistance.

"I believe the best possible allocation for money in this economy is for employment training programs to help women to be self-sufficient," she said.

Training displaced homemakers is especially important. "They have devoted their lives to running households and raising families. They come from the work ethic concept. They need the means to always have dignity and be in control of their lives."

Funding for training displaced homemakers also is receiving attention at the state level.

Similar versions of displaced homemaker bills, which would be funded through an additional fee for marriage licenses, now are in committee of the Indiana House and Senate.

The Indiana Office of Occupational Development's Employment and Training Council, of which Miller is a member, has invited the State Board of Vocational and Technical Education to match its contribution for a $66,000 state coordination program for displaced homemakers and a $250,000 program establishing five regional coordination programs, based on the Indiana Vocational Technical College Ivy Tech region.

The council also has proposed that a portion of state-level CETA Section 204 vocational education monies be set aside for displaced homemakers and special groups.

Richard Ristine, chairman of the Employment and Training Council, presented the proposals to the state vocational board Feb. 3. Action is pending.

In his testimony, Ristine said, "What is important is that women in Indiana make only 53 cents for every dollar men make, working fulltime, and one-third of all women spend their last years in poverty. This group of persons is among the poorest, since most of them for various reasons devoted their early years to someone else's well-being rather than to the development of their own saleable skills.

"The State Board of Vocational and Technical Education and the Indiana Office of Occupational Development are in an ideal position to assist this group in gaining training in emerging occupations so that they may spend their remaining pre-retirement years in productive self-sufficiency."

APPENDIX I. The Dissemination Report

PULLING TOGETHER

Phone 219-824-5120 Box 372 Bluffton, Indiana 46714

DISSEMINATION REPORT

A joint project of the Employment, Training and Educational Services, Inc. and the Fort Wayne Women's Bureau, Inc. funded by the Indiana Office of Occupational Development.

> Gloria is a 51-year-old widow. She has never worked outside her home. She has no skills and doesn't know what she could do. She has never applied for a job. She is ill, but not disabled, according to the Social Security Adminitration criteria. She has no children and is too young for Social Security benefits. She continues to live in the apartment she shared with her husband. The township trustee agreed to provide her with some temporary assistance, but he objects to her monthly rent of $155. Gloria is a typical example of a displaced homemaker.

Pulling Together is a research project which investigated the status of displaced homemakers in Indiana. It was operated by Employment, Training and Educational Services, Inc., and the Fort Wayne Women's Bureau, Inc. during Fiscal Year 1981 and was funded by the Indiana Office of Occupational Development through the Governor's Discretionary Funds. The goals of this project were to identify current and future needs of displaced homemakers and to assess the current level of service to this target group. It also investigated the characteristics of the displaced homemaker in Indiana.

In order to elicit the needed information, a research methodology was developed which served as an information-gathering device from both the displaced homemakers and social service agencies in the state of Indiana. The Fort Wayne Women's Bureau designed workshops specifically for displaced homemakers and presented them in six areas of the state: Fort Wayne, Bluffton, Hammond, Bloomington, Vincennes and Indianapolis. Because the project was CETA-funded, most of the participants were identified by CETA staff members. The Pulling Together workshops were designed to be a mutual sharing of information. The project staff gathered information concerning the characteristics and needs of the displaced homemakers from 146 women while providing them with information about service providers in their areas.

Information about the programs and services presently provided to displaced homemakers in Indiana was gathered through Initial Surveys which were mailed to over 1500 possible providers of services or programs. The 18% returns on these Initial Surveys provided many leads. More information was gathered through 49 in-depth interviews with community agency representatives who attended the Pulling Together Workshops and from in-depth linkage interviews which were conducted in seven areas where

current programs were implemented specifically for displaced homemakers. These interviews were conducted (in Anderson, Bloomington, Fort Wayne, Hobart, Indianapolis, Muncie and New Albany) with the staff members of the displaced homemaker program, its funding agency and other agencies which provided some services or programs for displaced homemakers.

The findings of this project are organized by the major goals of the Pulling Together Project.

Goal 1: Research the adequacy of employment and training services for Indiana displaced homemakers.

1. The following seven displaced homemaker programs operated in Indiana during Fiscal Year 1981.
   a. In Bloomington, the Human Resources Department City of Bloomington operated a program for displaced homemakers funded by the Indiana Office of Occupational Development.
   b. In Delaware and Blackford counties, the Delaware/Blackford Consortium supported an in-house displaced homemaker program.
   c. In the Fort Wayne area, the Fort Wayne Consortium and later the Indiana Office of Occupational Development sponsored a displaced homemakers program operated by the Fort Wayne Women's Bureau, Inc.
   d. In Indianapolis, the WING Program (Women Initiating New Growth) was funded jointly by the State Board of Vocational and Technical Education and the Indiana Vocational Technical College.
   e. In the Lake County area, Lake County CETA sponsored a displaced homemaker program through Career Contact Inc., a private consulting firm.
   f. In Madison county, the Madison County Employment and Training Administration sponsored a displaced homemaker program operated by Anderson College.
   g. In New Albany, the State Board of Vocational and Technical Education funded a Center for Displaced Homemakers operated by the New Albany/Floyd County Consolidated School Corporation.

   (The above list was accurate until September 30, 1981. Since that time several changes in program operation and funding sources have occurred.)

2. The gaps in services to displaced homemakers in the state of Indiana are great. Only seven areas in the state provide a specific program for displaced homemakers. These programs enrolled an approximate total of 281 displaced homemakers in Fiscal Year 1981. The Bureau of the Labor Statistics in 1976 identified 60,000 women over the age of 40 in Indiana with an estimated annual increase of over 6.3%. There is quite a discrepancy between the services provided and the possible need.

Service gaps also remain in the areas where displaced programs exist. Because most of the programs are CETA-funded, displaced homemakers must meet the eligibility requirements. Therefore many potential clients are screened out before they are even identified.

3. The current programs for displaced homemakers are scattered across the state and provide services to a minimum number of displaced homemakers. For the most part these programs do not coordinate well with other social service programs within their own areas, or in other areas of the state. Most of them meet some of the needs of the displaced homemaker, yet none can really state that they meet all of the needs of all the displaced homemakers in their service area.

Goal 2: Identify the characteristics of the displaced homemaker.

1. The representatives of social service agencies stated in interviews that they felt the displaced homemaker's most immediate and intense need was that of psychological, personal and emotional support. In addition to their psychological needs, displaced homemakers are faced with a need for money to support themselves and their families and the accompanying problem of lack of training and/or education. They find themselves forced into the labor market unprepared. Respondents identified these needs of displaced homemakers as similar to those of other clients, however they felt that their needs were more intense. The lack of self-esteem is a barrier to the beginning steps of looking for a job. The interviewees correspondingly listed the barriers of displaced homemakers to employment as self-esteem, marketable skills, a need for supportive services (transportation and child care), and age and sex discrimination.

The majority of the agencies interviewed felt that it would be very difficult to break down the barriers to employment by displaced homemakers. Most admitted that their agencies do not identify displaced homemakers as a priority group nor do they have the funding to do more for this group. They stated that their agencies do a little to help the women break down the barriers by helping them become assertive enough to handle feelings and situations. However, much of their success depends upon the motivation and willingness of the displaced homemaker to go out and test the system. Seventy-five percent of the agencies interviewed feel that they do contribute a little to the breaking down of barriers through counseling and support, but the change needed is more complex - it is really a societal change.

2. As a result of open-ended questions in Pulling Together Workshops and 49 in-depth personal interviews, the displaced homemakers identified the following characteristics of themselves and their needs. This list is representative only of the displaced homemakers in the present study and not to the total displaced homemaker population in Indiana.

a. The most debilitating problem of the displaced homemaker in the present study is dealing with the emotional trauma resulting from their change in marital status.
b. The most important need is a job (money) and the means to get it.

c. They relied heavily on personal friends or family for immediate support.
d. When they sought outside help the agencies they relied on were CETA, Welfare Programs, Women's Programs, Indiana Employment Security Division and the Mental Health Center in that order. Some of the agencies have eligibility requirements.
e. Their major goals are financial security and improved self-concept.
f. They are willing to work hard for the personal improvement they identified as a way to meet their goals.

3. The concensus from a comparison of 15 definitions of displaced homemaker indicated that the following are the primary criteria for the definition of displaced homemakers:
a. Male/female (person)
b. Homemaker (worked in the home providing unpaid services for the family)
c. Has been dependent on public assistance or on the income of another family member, but is no longer supported by that income

Of lesser importance were the secondary criteria:
a. Has lost income of spouse through divorce, widowhood, disability of spouse, separation or desertion.
b. Underemployed (homemaker/part-time worker looking for full-time work)
c. Has lost or will lose public assistance during the next two years

The literature also indicates that in the last seven years tremendous strides have been made in providing services to displaced homemakers. The nation was made aware of the plight of displaced homemakers during that time. Many states recognized the problems and initiated steps to alleviate the problems of the displaced homemaker.

In Indiana the picture is not so clear-cut. The state has not passed a displaced homemaker law. However, state agencies have provided monies for the development of displaced homemaker programs. However, population statistics indicate that the services currently provided do not meet the needs of the displaced homemaker.

4. The following characteristics of the displaced homemaker was gathered from a cross-tabulation of 146 Demographic Forms completed by self-identified displaced homemakers. The basic criteria of 66% or over indicates the typical displaced homemaker in our study. These criteria are representative of the displaced homemaker population in the present study. The number in the first column indicates the percent of women that the statement in the second column includes.

PERCENTAGE	CRITERIA
100%	female
71%	divorced, separated or widowed
78%	white
81%	has no more than twelfth grade education
85%	earns less than $5,000
70%	other income $400 or less
79%	source of other income AFDC, child support, social security or other
85%	is primary support of their family
85%	have relied on another family member for support
83%	lost support of family member
70%	lost that support 3 years ago or less
95%	have been previously employed
76%	currently unemployed
72%	employed in a position that can be classified as unskilled, or semi-skilled
88%	not satisfied with current employment status
90%	had difficulty finding a job

5. Six case studies of displaced homemakers were gleaned from the Registration and Demographic Form and in-depth interviews. The following is representative of the displaced homemakers in this study.

Judy, who is 43, was married her junior year in high school. Seven years ago her husband died leaving her with four children, the youngest nine years old.

She realized that if she was to do anything with the rest of her life and for her family, she had to have a high school diploma. She lives in a small Indiana town which has no GED program, therefore she had to go back to the local high school.

After graduation Judy tried all kinds of minimum pay positions. Both of her families were very critical of her leaving her children when they were so young, but she persevered with very little support. Then she applied for a Basic Education Opportunity Grant and entered Indiana-Purdue University at Fort Wayne as a freshman.

Judy has had a long struggle. She has not yet permitted herself to feel a sense of accomplishment. She has been soundly criticized so often that she is still feeling a great deal of guilt over trying to better herself. She is fortunate that her married daughter is finally being supportive.

Goal 3: Assess the effectiveness of past Indiana programs for displaced homemakers.

1. The Initial Surveys identified 19 programs which have operated at some time in the past specifically for displaced homemakers. Two were funded by the Commission for Higher Education in 1977 and four by the Indiana Office of Manpower Development in 1978. A variety of CETA sponsors have supported seven various displaced homemaker programs over the past three years. Three programs were funded by the State Board of Vocational Technical Education and three were funded by a variety of educational funding sources.

It was not possible to evaluate the effectiveness of these programs because the researchers relied on self-reporting from the program operators. It is evident that many of them were oriented toward providing services directly to the displaced homemakers, while others produced instructional materials, prepared counselors to work with displaced homemakers, developed a network of vocational education service providers, referral agencies, supportive services and displaced homemakers. One assessed the number of displaced homemakers and other special groups in need of vocational training programs and activities and the types of additional training programs, services and activities necessary to meet their needs.

Because of the difficulty in identifying these past programs and the reliance on program operator's descriptions and final reports, it is obvious that there is no one source in the state which is concerned with gathering this information and disseminating it to those who are currently operating the displaced homemaker programs. It is fairly accurate to say that for the most part present service providers have not benefitted from the experience of past programs unless that particular agency previously ran programs and built on earlier experiences.

Goal 4: Make recommendations for future funding and program design.

As a result of the above findings, the following recommendations are forwarded:

1. Strategies need to be developed to identify displaced homemakers and offer them assistance in their time of greatest need. In general, this time is before the decision to look for outside help is made. At this time the person is struggling with emotional problems and the new responsibilities of their situation. Some suggestions for strategies include working with hospitals, lawyers, courts, funeral homes, bars and churches for referrals. Information about the displaced homemaker's needs should be widely distributed to mental health agencies, women's organizations, Council on Aging and other agencies which work with women.

2. From this study it is evident that community agencies do not have definitions for displaced homemakers, do not identify them and therefore do not specifically serve them. To strengthen existing services and to apply these services to displaced homemakers, training programs should be established in all communities of the state to assist program operators in understanding the needs of the displaced homemaker.

3. The results of this study underscore a definite need for the continuance of existing homemaker programs but suggest that efforts should be made to utilize existing organizations and programs through greater cooperation and coordination of resources already available.

4. CETA should continue to play an important role in displaced homemaker programs. This study indicates that CETA services improve when the focus is on a target group regardless of whether or not a program operator is CETA, a women's program or another agency. All agencies need to work together to meet the needs of the displaced homemaker.

5. With the lack of federal funds in the future, program operators need to be resourceful in identifying funding sources. In particular they need to find ways of getting businesses to cooperate with them and to enlist the aid of state government and legislators in making grants available to the local area.

6. As a result of this study the following program design is recommended to provide services to displaced homemakers effectively and efficiently.

   a. Before any program is funded, the needs of the displaced homemakers and services for displaced homemakers of the local community should be assessed. The agency conducting the assessment should be a visible women's agency. It should identify existing services at the universities, YWCA's and other social service organizations.

   b. Determine if there should be a women's center and, if so, where it should be located. The center could physically be a Women's Center, a contact person for displaced homemakers, or a staff person who functions as a clearinghouse.

   c. An inventory of every social service agency, educational institution, etc. should be conducted. This inventory of services, target groups and eligibility criteria will serve as the basic source for the clearinghouse and referral service.

   d. The women's center should be located in the agency identified as the most appropriate in the assessment phase. If possible, it should be located in a highly visible existing agency. Only if none of the existing agencies want to accept the responsibility or if none are appropriate should a new agency be funded to address the women's needs specifically.

e. The women's center should establish linkages with the other agencies in the community for displaced homemaker service delivery. Representatives from these agencies should form a coordinating committee to share information concerning programs and services and to guide the development of the women's center. If all of the services are not located under one roof, a system for providing cohesiveness of services to the individual must be developed.

f. The women's center in conjunction with the coordinating committee should develop a plan to provide services to displaced homemakers. A flexible plan should be developed to meet the individual needs of the target group.

g. The women's center should develop a network with agency representatives on the coordinating committee. Formal linkages should be developed with those agencies who can provide the necessary services. If no service provider exists for a specific service, then the women's center can establish the needed component(s). The women's center should act as a clearinghouse for women in the community and refer displaced homemakers to the appropriate agency.

h. The women's center should internally identify a coordinator of the clearinghouse and contact persons within each linking agency.

i. The women's center and coordinating committee should formalize the follow-up, monitoring and evaluation plan. Each component and the total package should be evaluated. Placement rates should not be the sole criteria of effectiveness; other criteria should evaluate achievement of component goals. The monitoring and evaluation plan is especially crucial when the displaced homemaker receives services from several organizations.

Requests for further information about the Pulling Together Displaced Homemaker Research Project should be directed to:

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